

Anti-Bullying Policy

Date last reviewed	March 2022
Committee Responsible	SBS
Designated member of staff	Sharon Mercer
Date of next review:	March 2024

STATEMENT OF INTENT

At Grey Court School we believe that everyone should be treated fairly, whoever they are. Students should come to the school and feel safe from bullying and discrimination so they can enjoy their time here; achieve their full potential and develop as healthy and well balanced individuals. We are a Restorative School and therefore we strive for it to be a place where there is a safe, caring and friendly environment, in which all students respect each other equally regardless of age, sex, class, colour, nationality, religion, disability, sexual orientation or any other difference.

Because of this we will not allow bullying of any kind.

How we will achieve this:

- We will ensure that everyone has a clear understanding of what we mean by bullying behaviour and educate about bullying within tutor time, assemblies and PDW.
- We will ensure we educate students and staff about restorative approaches so that they know how to resolve issues in a respectful way.
- We will work together with staff, students, and parents to stop bullying and create a community with which we can all identify, and to which we can all belong.
- We will ensure that lessons will always show what we expect from students in terms of how they should behave in their school.
- We will ensure that everywhere students go will be properly supervised by staff, and any problems will always be followed up.
- Will make sure that anybody who feels they are being bullied will be offered help and support
- Will provide bullies with help and guidance, so that they can change their behaviour.
- We will regularly review this policy with the collegium to ensure that students feel it supports them in the correct way.

Our definition of bullying

We think that bullying can consist of many things, but it always involves a student or group of students who deliberately upset, hurt, threaten, or frighten someone by their actions. This might include physical bullying (e.g. hitting, pushing, kicking), verbal bullying (e.g. name-calling, insults, mockery) or indirect bullying (e.g. spreading rumours). This might take place at school, on the way to school or at any time through a mobile phone, internet, social networking sites, or other cyber connections.

We are all capable of being a bully or of being bullied. Therefore, we should always be on our guard against it. We should stop it in others and in ourselves.

Our list of bullying behaviour

The following is a list of some of the unacceptable behaviour that might be used by bullies on victims:

- Physical abuse
- Kicking, punching
- Theft
- Pushing/pushing in queues or corridors
- Verbal abuse
- Insults/name calling
- Sexual harassment
- Sexism and body shaming
- Homophobic abuse
- Racist abuse
- Undermining self-confidence
- Destroying work or property
- Taking equipment or property without permission
- Spreading gossip or confidential information about a person
- Mocking, making fun of students
- Teasing, taunting
- Highlighting differences
- Exclusion tactics/isolating
- Victimisation
- Cyber-bullying through emails, websites, WhatsApp, Instagram, Snapchat, Facebook, Tik Tok, texts, gaming sites, webcam

Using this list we can all probably recognise behaviour that should not be allowed in ourselves or others.

Recording and responding to bullying in our school

It is our aim to create a safe, caring and friendly environment, where students and parents will not hesitate in reporting any incidents of bullying behaviour they experience or that they see.

The school will always respond to incidents of bullying that are brought to our attention. It is important that students who are bullied feel happy that we are taking their problem seriously and that we will always act on their behalf to prevent or overcome future problems.

There are a number of staff students can speak to if they are experiencing bullying. The procedure we follow usually starts with informing the Form Tutor who will then inform the Student Support Officer or the Phase Leader as soon as possible about the problem. The Student Support Officer or Phase Leader will take responsibility for investigating the matter and will decide on the appropriate action to be taken.

If a student is worried about informing a member of staff in person, they can use the anonymous reporting system by completing the google form. In order for the school to follow up the incident of bullying appropriately, the student would need to provide their name and the name(s) of the bully.

The bullied student will be seen by their Form Tutor or Student Support Officer, or Phase Leader and their account of events will be recorded on an enquiry form. Any witnesses may also be spoken to.

Any member of staff who has had the bullying reported to them will record what they were told and will pass this on to the Student Support Officer or Phase Leader.

The Phase Leader/SSO will contact the parents of the bullied students and tell them what we are doing about the incident.

The bully will be seen by the Phase Leader/ SSO and their account of what has taken place will be recorded on an enquiry form. Any witnesses may also be spoken to.

The parents of the bully will be contacted and told what we plan to do.

All bullying incidents will be logged on our SIMS behaviour log under the heading bullying. The name of the bully and the initials of the victim of bullying will be recorded on this log, as well as the actions taken.

Resolution

Conflicts are resolved using restorative approaches. The student support officers, and other staff have been trained in restorative techniques. Restorative approaches offer opportunities to mediate between different individuals or groups of students. This allows everyone involved to discuss what has happened and make amends so that a similar incident does not happen in future.

We will always try to show the bully how to change their behaviour to become responsible members of our school. Where necessary we will refer to outside agencies for expert advice in helping the bully recognise the need to change their behaviour.

However, if a bully's behaviour does not change, we will take matters further, for example excluding them on the authority of the Headteacher. Parents will then be invited into for a readmission meeting when the situation will be discussed and further strategies proposed. Restorative approaches can also be offered to the parents and families of the bullied and bullies. All restorative meetings are followed up to ensure that the issue has been resolved.

Staff will be told about incidents of bullying so that they can keep a close eye on the situation. They will help and support the victim and make sure the bully does not carry on with their actions. We think it is most important that the victim once again feels safe and secure in the school and that the incident has been resolved to their satisfaction.

Recording and reporting incidents of bullying

The procedure we will follow is indicated in the chart below:

A bullying incident occurs, and school is informed
Form tutor and SSO or Phase Leader work together to find out what has happened
The victim is spoken to, and this is recorded on an enquiry sheet Any witnesses may also be spoken to
The bully is spoken to, and this is recorded on an enquiry sheet Any witnesses may also be spoken to
Parents are informed of what has happened and the outcome and actions taken
The incident of bullying is recorded on SIMS and the initials of the bully
A restorative meeting is arranged when this is appropriate
Staff are informed to be vigilant to any continuation of bullying
Parents will be contacted if the bullying continues
The sanction of exclusion will be used on the authority of the Head Teacher

Communicating our anti-bullying policy:

- Each year in assemblies the Associate Headteacher with responsibility for Safeguarding or the Phase Leader will remind students of procedures.
- Tutors will use tutor time as an opportunity to revisit the anti-bullying policy and the relationship policy with their students on a regular basis.
- Collegium will review the anti-bullying policy and relationship policy as a regular agenda item.
- New staff/supply staff/new parents and new students will have the anti-bullying policy procedures explained to them.
- Anti-bullying and restorative approaches are part of the PDW curriculum and promote active citizenship.
- The anti-bullying policy is available on the school website for parents and student to access.

Student responsibilities:

- Do not put up with bullying of any kind, whether it is against you or someone else. Report it.
- Work together to prevent bullying and condemn the actions of bullies.
- Always tell an adult if someone is being bullied. Watching and doing nothing can suggest support for bullying.
- Do not put up with bullies in your circle of friends: bullies will soon stop if they feel left out.
- Use the online reporting form if you do not want to report an incident in person.

Remember: Silence is the bully's best friend

Linked Policies:

- Relationship Policy
- Behaviour Policy
- Equalities Policy
- Mental Health and Wellbeing Policy
- RSE and Health Education Policy
- LGBTQ+ Policy
- Safeguarding and Child Protection Policy