

## Anti Bullying Policy

<b>Date last reviewed</b>	January 2020
<b>Committee Responsible</b>	SBS
<b>Designated member of staff</b>	Sharon Mercer
<b>Date of next review</b>	February 2021

### 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.***

### To achieve this we

- Will make sure that everyone has a clear understanding of what we mean by bullying behaviour and address bullying within tutor time, assemblies and PDW.
- Believe that everyone - staff, students and parents - should work together to stop bullying and create a community with which we can all identify and to which we can all belong.
- Will make sure that lessons will always show what we expect *from* students in terms of how they should behave in their school. 'Respect' is one of our Grey Court 5 from our Learning and Teaching Policy
- Will make sure 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 as to how they can change their behaviour.

## **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 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
- Name calling
- Sexual harassment & homophobic abuse
- Racist abuse
- Undermining self-confidence
- Destroying work/property
- Mocking, making fun of students
- Teasing, taunting
- Highlighting differences
- Exclusion tactics
- Victimisation
- Insults
- Taking equipment/property without permission
- Cyber-bullying through emails, websites, social media and gaming platforms

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

## **The reasons why students might be bullied**

It is not always easy to tell which student might be bullied. However, the following list includes some of the reasons why students might be picked on and bullied:

- They are new to class or school
- They are different in how they look or speak or behave
- They have low self-esteem (don't realise their own worth)
- They are more sensitive or anxious than others
- They demonstrate 'entertaining' reactions when picked on e.g. loss of control, tantrums.
- They are isolated
- Their religious beliefs

We should not forget that these are only possible signs of bullying and that they might be caused by other problems which would need further investigation.

### Identifying bullies and the reasons for bullying

There is no simple way of identifying all bullies. Everybody has the ability to bully. Bullies can be the kind of students who are:

- Not doing well at school
- Achieving as well as - if not better than - other students
- Unpopular or unhappy
- Apparently popular or happy

However, bullying behaviour can be started for a variety of reasons. These include:

- Dislike of student/family
- Racial/sexual
- Entertainment (for fun)
- Attention seeking
- Envy/jealousy
- Asserting power over other students

### Recording and reacting 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. 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 will follow 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.*

***The bullied student*** will be seen by their Form Tutor / Student Support Officer/Phase Leader and their account of events will be recorded. *Any witnesses will also be interviewed.*

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. Any witnesses will also be interviewed.

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.*

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.

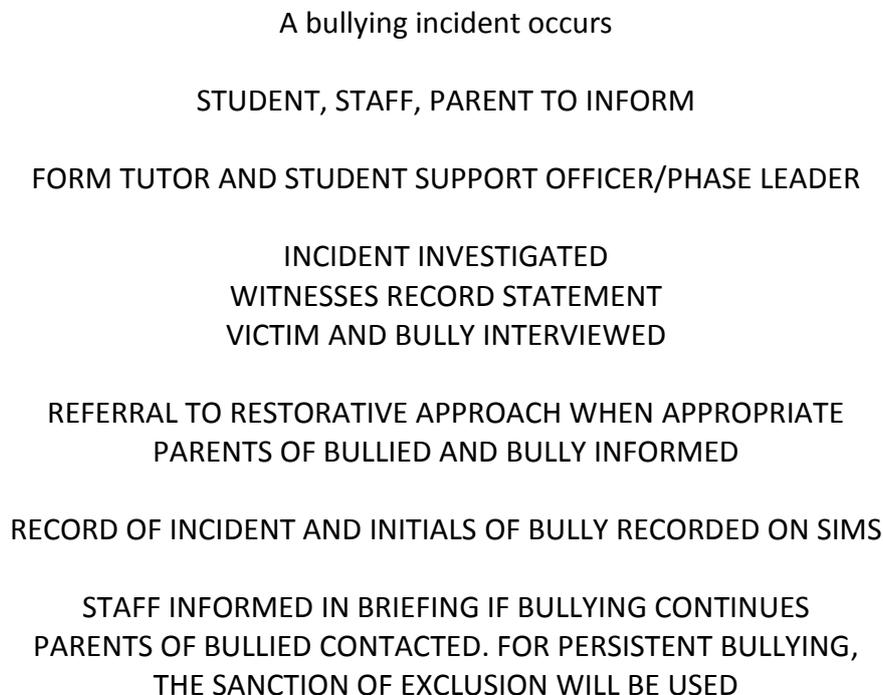
Conflicts are resolved using restorative approaches. The student support officers and a number of other staff have been trained in restorative techniques. Restorative approaches offer opportunities to mediate between different individuals or groups of students who have issues which they need to discuss.

However, if a bully's behaviour does not change we will take matters further, for example excluding them on the authority of the Head Teacher. 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 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**

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



### **Communicating anti-bullying policy:**

- Each Year in Assemblies the Associate Head Teacher with responsibility for Safeguarding or Phase Leader should remind students of procedures.
- Tutors should use tutor time as an opportunity to revisit the Anti-Bullying Policy with their students on a regular basis.
- Collegium should have the review of the Anti-Bullying Policy as a regular agenda item.
- New staff/supply staff/new parents and new students should have the Anti-Bullying Policy Procedures explained to them.
- A review of the Anti-Bullying Policy should be a part of the PDW curriculum and Active Citizenship.
- Anti-bullying policy should be 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.

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.

**Remember: Silence is the Bully's Best Friend**