

Grestone Academy Anti-Bullying Policy

01/10/2013

At Grestone Academy we aim to promote an atmosphere in which bullying is not tolerated. However, should it take place it is dealt with quickly and effectively. We encourage children to help us to work against it and to report any incidents of bullying.

Aims

The aim of this policy is to provide a definition of bullying and to establish some basic guidelines for:

- The prevention of bullying including cyber bullying
- The reporting of bullying including cyber bullying
- The recording of incidents of bullying and cyber bullying
- Supporting the victim and the bully
- Sanctions
- Inclusion/Equal Opportunities
- Liaison with parents and carers
- Links with other policies

Definition

Bullying is behaviour by an individual or a group, usually repeated over time that intentionally hurts a person either physically or emotionally. It is different from one-off actions or flare ups which may happen spontaneously and even seen by one person as a joke of something that got out of hand. These incidents are also taken seriously because of their effect on the victim and because failure to act may lead to them being repeated.

Repeated action which we would define as bullying includes:

- Name calling
- Teasing
- Ignoring or leaving children out
- Continually bothering
- Spreading rumours or lies
- Making rude signs, comments or swearing
- Stealing, hiding or damaging possessions
- Forcing someone to do something
- Threatening behaviour or language including by phone, email or text
- Cyber bullying
- Punching, kicking or any other action causing physical harm
- Group attack/bullying
- Racist remarks/comments
- Sexual or Homophobic remarks (focussing on issues of sexuality)

To clarify, we understand that bullying can be:

Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

Physical - pushing, kicking, hitting, punching or any use of violence

Racist - racial taunts, graffiti, gestures

Sexual - unwanted physical contact or sexually abusive comments

Homophobic - focussing on the issue of sexuality

Verbal - name-calling, sarcasm, spreading rumours, teasing

Cyber - All areas of internet, such as email & internet chat room misuse. Threats by text messaging & calls. Misuse of technology, eg photo & video

To a child bullying is:

- Deliberately hurting
- Repeated
- Difficult to counteract by the victim
- Different from random acts
- Characterised by an 'imbalance of power' : a stronger/more powerful person or persons intentionally hurting a less powerful person or persons.

Proactive (Prevention) Strategies

- Grestone Academy is committed to stopping bullying. In order to do this the school will:
- Ensure whole school and class rules reaffirm expected behaviour.
- Take seriously and investigate all complaints from Pupils, Staff and Parent/Carers where a child has been physically or emotionally harmed, even if these are one-off incidents.
- Have a Anti-Bullying week and Safer Internet Day every year to promote the school's bullying policy and strategies.
- Deliver Anti-Bullying lessons in SEAL, PSHE/Citizenship lessons, Circle Time and other relevant subject areas. Including in this children should be taught the difference between bullying and friendship difficulties.
- Deliver training to Staff on the Anti-bullying policy and other associated issues.
- A copy of the Anti-bullying policy can be sent to Parent/Carers and be displayed on our school webpage.
- Train Peer Mediators to recognise bullying and to pass these incidents onto a member of Staff.
- Ensure adequate supervision in specific areas of the school and at specific times e.g. toilet & cloakroom at lunchtimes
- During Anti-Bullying week leaflets will go home to parents reminding them of what defines bullying.
- Use Celebration Assembly, certificates and stickers to make children feel confident.
- Have adults in school to talk to and where necessary, outside agencies and other professionals
- Train Play Buddies and encourage children to play more meaningful.
- Involve School Council in monitoring bullying and delivering guidance.
- Work with parents/carers, victims and perpetrators

Reporting

Grestone Academy is committed to removing the culture of secrecy from bullying. We recognise that many people will be put off reporting because they fear that it will make matters worse. In order to encourage pupils to report bullying the school will:

- Ensure that Peer Mediators are well trained and know how to deal with actual or alleged bullying.
- Provide training for Staff and Peer Mediators on how to deal with disclosure about bullying.

- Take each allegation of bullying seriously and investigate it, guaranteeing anonymity if appropriate.
- Carry out regular pupil surveys to disclose if bullying occurs and how systems around school are working. This will be carried out through Anti-bullying week and School Council.
- Provide an open door policy for Parent/Carers who have concerns.
- Monitor pupil's electronic communication in school.
- Use the curriculum to teach children ways of dealing with situations.

In order to ensure the accuracy of reporting written and/or verbal testimony will be taken from the victim, perpetrator and any witnesses. These will be treated sensitively.

Recording

In order to monitor the frequency with which incidents of bullying take place, the school is working towards recording each incident of bullying centrally.

Supporting the victim and the bully

The school recognises how traumatic being the victim of bullying can be. We are committed to providing them with the support they need to continue with their education in an environment free from the fear of bullying.

In order to do this the school will provide support for:

Victim

- Ensure the victim is happy with the action taken
- Arrange an apology from the perpetrator of bullying
- Discuss with pupil what support they feel that they need i.e. Learning Mentor, Circle of Friends, 'Safe Spaces'
- Where necessary, ask Parents/Carers what support they feel their child Needs

Support for the Bully

The school recognises that the Bully can damage the life and education of the Bully as well as the victim. Pupils that bully will be offered a range of support.

This will include the following:

- Discussion to find out why they are bullying
- A behaviour Action Plan (IBP) Pastoral support programme - learning mentor

Sanctions

It is important for the victim of bullying, the Bully and the School Community as a whole that there are clearly defined consequences for any act of bullying. Each case will be dealt with individually, but the types of sanctions available to the school are:

- Loss of privileges
- Withdrawal of break times and lunchtimes - Time Out
- Inform parents
- Fixed term exclusion
- Permanent exclusion

Inclusion/Equal Opportunities

Bullying can happen to anyone but particularly vulnerable groups.

Our policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.

- Bullying of Looked After Children.
- Cyber bullying

Liaison with parents and carers

Parents and Carers who suspect that their child is being bullied must report their concerns immediately so that it can be investigated and stopped.

Parents must not:

- attempt to sort the problem out by speaking to the child whom they think may be the bully or speak to their parent.
- encourage their child to 'bully' them back

BOTH OF THESE WILL ONLY MAKE THE PROBLEM MUCH MORE DIFFICULT TO SOLVE.

Links with other school policies and practices

This policy cannot stand alone and links with the:

- SEAL Policy
- Behaviour and Discipline Policy
- Sex and Relationships Policy
- Complaints Policy
- Confidentiality Policy