



## **Anti-Bullying Policy**

Date of Publication: July 2017

Review Date: July 2019

This policy should be read in conjunction with other relevant policies, for example, the Behaviour Policy and Safeguarding and Child Protection Policy.

### **Aims**

Sir William Borlase's Grammar School is committed to providing a friendly, caring, safe and inclusive environment so that students can flourish and learn in and out of the classroom. Bullying is antisocial behaviour and our expectation is that students and staff will behave in appropriate and socially acceptable ways towards each other.

### **Department for Education Guidance**

"School support for children and young people who are bullied" (March 2014)

"Preventing and Tackling Bullying" (updated July 2017)

### **Key principles**

#### **Students' Rights & Responsibilities:**

##### **Rights**

- to be valued
- to feel safe
- to learn and grow
- to be respected

##### **Responsibilities**

- to respect yourself
- to respect others
- to use common sense
- to support others

### **Ethos**

The school's aims, expectations and core values are made explicit to all members of the school community through assemblies, the Student Planner, tutor time activities, the Headteacher's letters to parents and school policies. They are reiterated at frequent intervals throughout the year and highlighted during Anti-Bullying week.

### **Definition of bullying**

Bullying is any behaviour which is deliberately intended to hurt, undermine, threaten or frighten another person or group of people. It happens repeatedly and can continue over time. It involves a real or

perceived power imbalance. Bullying is unwanted behaviour that is usually unprovoked and takes a variety of forms.

Bullying can be / involve:

- Verbal name-calling, spreading rumours, making offensive comments
- Physical pushing, kicking, slapping, hitting, spitting, fighting
- Emotional / psychological mocking, making others feel inferior, excluding
  
- Racist racial taunts or gestures
- Discriminatory taunts or gestures against someone's beliefs, religion or culture
- Anti-disability taunts or gestures against disability
- Sexual comments of a sexual nature, unwanted physical contact
- Homophobic relating to sexuality and / or gender
- Cyber using any kind of technology / social media, including misuse of associated technologies, for example camera and video

### **What to do if you are bullied**

- *Tell the bully to stop.* State quite clearly that the behaviour is unwelcome and offensive
- *Seek help.* Talk to someone you trust.
- *Report it.* The school does not tolerate bullying. Feel confident that any incident can be resolved satisfactorily
- Use the '*Help Box*'. If you don't know where to go for advice write your name, form and the problem down on a piece of paper and put it in the box near Matron's room. The member of staff who can best help will deal with your problem

If someone you know is being bullied, care enough to report it.

### **Roles and Responsibilities**

The Governing Body will support the School in its effective implementation and monitoring of the AntiBullying Policy, and regularly review the policy.

The Headteacher is responsible for the implementation of the policy on a day-to-day basis.

Staff will:

- support the Headteacher in the implementation of this policy
- be positive role models and promote positive behaviours by the way in which they speak to, and treat others
- know and understand the signs and symptoms of bullying (see below)
- be vigilant about bullying
- take instances of bullying seriously and report concerns promptly
- investigate reports with an open mind
- record instances of bullying
- monitor bullying situations after they have been resolved review and evaluate the effectiveness of this policy.

Students will:

- support the Headteacher in the implementation of this policy
- feel encouraged, supported and enabled to promptly report incidents of bullying, by speaking to:
  - o Your parents
  - o Your close friends
  - o A senior student whom you trust
  - o The staff on duty in the area
  - o Your form tutor
  - o A teacher who you feel you get on well with
  - o Your PHSCE teacher
  - o Matron
  - o Your Head of Key Stage
  - o Any members of the Senior Team

Parents will support the school in its implementation of this policy by:

- understanding that the school will investigate all instances of bullying
- encouraging their son/daughter to report any instances of bullying promptly and support them, if necessary, in doing so
- working in partnership with the school to move forwards following the conclusion of an investigation.

### **Signs and symptoms of bullying**

A student being bullied may display one of more of the following:

- mood / behavioural changes; appears nervous, anxious, lacks confidence, is withdrawn, displays self-harming thoughts or behaviour, becomes angry, aggressive, unreasonable
- declining and / or low attendance, reluctance to attend / truancy from lessons / school
- difficulty sleeping / irregular sleeping patterns
- anxiety relating to going to school in the morning / travelling to and from school
- decline in school work
- items regularly go missing / are damaged
- frequently asks for money
- has unexplained cuts or bruises
- bullies others
- gives implausible excuses for any of the above.

The above list is not exhaustive and whilst bullying should be considered a possibility and investigated accordingly, it may not be the cause.

### **School Procedure**

All instances of bullying will be investigated. Careful thought will be given to:

- the safety of all parties involved
- the needs of those directly involved
- preventing the situation from escalating
- the appropriateness of taking a multi-agency approach in the event of a serious incident
- the correct recording of the incident
- an appropriate sanction being applied

When an incident is reported:

- Students and staff directly involved will be asked to write an account of what happened. A member of staff will then meet with the students concerned to discuss the incident in more detail
- Sanctions will be applied in accordance with the school's Behaviour Policy
- Parents will be contacted in all instances of confirmed bullying
- The tutor and other relevant members of staff will be informed accordingly
- Incidents will be recorded on the relevant student files.