

THE HARVEY GRAMMAR SCHOOL



Founded 1674

ANTI-BULLYING POLICY

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OBJECTIVES OF THIS POLICY

This policy outlines what the Harvey Grammar School will do to prevent and tackle bullying. The policy has been developed through the involvement of the whole school community.

The school is committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people, will be tolerated.

Our school community will:

- Discuss, monitor and review our anti-bullying policy on a regular basis
- Support all staff in the promotion of positive relationships and help them to identify and tackle bullying appropriately
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that they feel safe to learn; and that they abide by the anti-bullying policy
- Report back to parents and carers regarding their concerns on bullying and deal promptly with complaints. Parents and carers will work with the school to uphold the anti-bullying policy
- Seek to learn from good anti-bullying practice elsewhere and utilise support from other relevant organisations when appropriate

DEFINITION OF BULLYING

Bullying is defined as behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- kicking
- hitting
- taking belongings
- producing offensive graffiti
- gossiping; excluding people from groups
- spreading hurtful and untruthful rumours

Bullying also includes cyberbullying - the same inappropriate and harmful behaviours expressed via digital devices such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

FORMS OF BULLYING COVERED BY THIS POLICY

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to LDD (learning difficulties or disability)
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying

PREVENTING, IDENTIFYING AND RESPONDING TO BULLYING

The school community will:

- Raise awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- Participate in national and local initiatives anti-bullying initiatives
- Seek to develop links with the wider community that will support inclusive anti-bullying education
- Consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Train all staff, including cover supervisors, to identify bullying and follow school policy and procedures on bullying, including recording incidents of bullying
- Actively create "safe spaces" for vulnerable pupils
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied

Pupils and staff who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff of their choice
- Being assured that the bullying will be addressed
- Being offered continuous support
- Strategies to restore their self-esteem and confidence
- The use of specialist interventions and/or referrals to other agencies e.g. educational

Pupils who have bullied will be supported by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents to help change the attitude of the pupil
- The use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- Official warnings (including contact with parents) to cease offending
- Detention
- Exclusion from certain areas of school premises
- Confiscation of mobile phones or removal of school network privileges
- Fixed-term exclusion
- Permanent exclusion

INVOLVEMENT OF PUPILS

We will:

- Regularly canvas pupils' views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying by:
 - Talking to a member of staff of their choice
 - Completing a "bullying concern" form and placing in the box at Reception
 - Contacting local and national agencies for advice/support
- Encourage pupils who are aware of bullying (bystanders) to help address it in a safe way

- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools
- Publicise the details of help-lines and helpful websites
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have

LIAISON WITH PARENTS AND CARERS

We will:

- Ensure that all parents and carers know who to contact if they are worried about bullying
- Ensure all parents and carers know about our complaints procedure and how to use it effectively
- Ensure all parents and carers know where to access independent advice about bullying
- Work with all parents and carers and the local community to address issues beyond the school gates that give rise to bullying. For example, where a pupil is involved in bullying others outside school (e.g. in the street or through the use of the internet at home), parents will be asked to work with the school in addressing their child's behaviour by restricting their use of mobile phone/internet

LINKS WITH OTHER SCHOOL POLICIES AND PROCEDURES

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Online Safety Policy
- Safeguarding and Child Protection Policy
- The teaching of Citizenship and PSHE
- The recording of racial incidents
- Complaints Policy
- The School Improvement Plan
- Confidentiality Policy

RESPONSIBILITIES

It is the responsibility of:

- **The Governing Body** to monitor and review this policy
- **Governors, the Headteacher, school leaders, teaching and support staff** to be aware of this policy and implement it accordingly
- The **Headteacher** to communicate the policy to the school community
- **Pupils** to abide by the policy
- **Parents** to support the policy

The named member of staff with lead responsibility for this policy is: **Mr A Allon (Deputy Headteacher)**

MONITORING & REVIEW

This policy will be monitored by the Leadership Team in conjunction with the Governing Body and will be formally reviewed every three years. Regular reports through the SPPC committee will be given to the governing body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school's action planning.

The school uses guidance by the Department for Education and the Anti-Bullying Alliance to inform its action planning.