



## **ANTI-BULLYING POLICY**

At Glenthorne we have a Code of Conduct based on Respect, Responsibility and Honesty. Everyone in our community:-

- has the right to feel safe and confident.
- should be able to work and learn in an environment free from intimidation and distraction.

### **Statement of intent:**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behavior and affects everyone; it is unacceptable. We are committed to providing a caring, welcoming and safe environment for all our pupils so that they can learn in a safe and secure atmosphere. If bullying does occur, all pupils should be able to tell a member of staff and know that incidents will be dealt with promptly and effectively.

This policy is based on the DfE guidance 'Safe to Learn' and the Department for Children, Schools and Families (DCSF) guidance titled 'Safe from bullying'. It applies to all adults and young people working within the school community. It aims to foster and adopt a climate of positive adult role models and supportive young people.

We will deal seriously with all forms of bullying.

Bullying can be physical, verbal, social or cyber. Bullying can happen once or over a sustained period of time. We define the following behaviour by groups or individuals as bullying:-

- Spreading rumours, hearsay or hurtful comments which interfere in the relationships of friendship groups.
- Name-calling or the use of nicknames used to embarrass or ridicule a person.
- Deliberately demeaning the efforts of an individual, group or class.
- Isolating an individual.
- Racist, sexist or homophobic comments.
- Demanding money or personal property from a person or deliberately damaging their property.
- Blackmail, coercion, threats, threatening behaviour or actual physical violence.
- Posting, sending and/or circulating derogatory images and / or comments via the Internet.

Bullying can take many forms including:

**Physical** – bullying which can include kicking, hitting, pushing and taking away belongings.

**Verbal** – bullying which includes name calling, mocking and making offensive comments.

**Emotional** – bullying which includes isolating an individual or spreading rumours about them.

**Cyber-bullying** – where technology is used to hurt an individual – for instance messages, posts or inappropriate use of social media or the internet.

**Racist** – bullying occurs when motivated by racial, ethnic or cultural prejudice.

**Sexual** – bullying is where someone makes unwanted physical contact or make sexually abusive comments. Please also refer to our Safeguarding policy about peer on peer abuse.

**Homophobic and biphobic** – bullying occurs when motivated by a prejudice against lesbian, gay or bisexual people.

**Transphobic** – bullying occurs when motivated by a prejudice against people who identify as transgender. This type of bullying also includes prejudice against those who identify as gender neutral or nonbinary.

**Disablist** – occurs when bullying is motivated by a prejudice against people with any form of disability.

**Sexist** – occurs when bullying is motivated by a prejudice against someone because of their gender.

### **Bullying Can Occur Anywhere:**

#### **In school:**

- In corridors and play areas.
- In the toilets or changing rooms. • Anywhere in school.

#### **Out of school:**

- Travelling to and from school
- Anywhere

#### **Bullying can also occur by:**

- email
- text
- instant messaging services
- social networking sites

With the advance in new technologies, we are aware that there is an increased risk of cyber bullying using e-mails, messengers, social networking sites and apps and public websites inappropriately. Therefore, our school has an E-safety policy which all parents and students sign.

### **Some warning signs that a student might be being bullied:**

- Changes in academic performance
- Change or deterioration in mental health (e.g. appearing anxious)
- Regularly feeling sick or unwell or a reluctance to come to school
- Damaged belongings
- Unexplained behaviour changes

### **Fostering a Positive Anti-Bullying Culture**

We believe that all pupils need to feel good about their achievements at school. The confident, happy pupil is less likely to bully or become bullied. We place great emphasis on celebrating academic, Arts, Sports and extra-curricular achievements.

We aim to prevent bullying in a number of ways:

- Regular promotion of anti bullying in assemblies.
- Three designated weeks across the academic year where we promote anti-bullying. This will be supported by activities in tutor time and events around the school, for example in the Library to help to raise awareness of anti-bullying.
- In timetabled PSHE lessons and through the Wellbeing Wednesday Tutor Time activities, all pupils learn about building self-confidence and assertiveness, handling relationships, peer group pressure and stress.
- Through trained Sixth Form House Buddies.
- Through vigilance by all staff within lesson and also on duty before school, break and lunchtimes and after school.
- By designating staff to supervise particular areas where pupils may feel more vulnerable.
- By offering 'drop-in' sessions in school through external agencies such as the School Nurse for pupils to talk through problems.
- By providing a 'drop-in' session four times per week with our school counsellor.
- By providing extra-curricular clubs and groups such as our LGBTQ+ group and our Take A Break group which promote tolerance and acceptance and support pupils to forge positive, long-lasting friendships.
- By arranging social skills groups and counselling where appropriate (both with our School Counsellor and referrals to other external agencies).
- Through our GHS3 Advocates who will have a part to play in raising the profile of Anti-Bullying across the school.
- Strong teacher-student relationships so students feel comfortable in reporting any issues

## School Procedures

We support the victim and try to change the behaviour of the bully.

- Any member of staff who notices or becomes aware of any form of bullying will report it immediately to the Head of Year or Form Tutor using the school referral system.
- Victims should be found a safe place so that they can be interviewed and provide their written account.
- The perpetrator will be internally excluded and a written account made.
- Sanctions for bullying depend on the gravity and frequency of the incidents, but the following procedures serve as guidance:
  - On the first incident, the bully / bullies will be reprimanded by the Head of Year or a senior member of staff and sanctions applied. The incident will be recorded on the pupil's file, parents will be informed and they will be warned of more serious consequences should the behaviour be repeated. Perpetrators will be required to attend a series of Challenge It! Change It! Workshops.
  - Further incidents will result in parents being informed and the pupil will be excluded for a fixed-term period.
  - As a last resort in very serious cases permanent exclusion will be used.

All adults (teachers, non-teaching staff and parents) should be aware of any changes in pupil behaviour or attitudes. Keeping an open dialogue is always helpful in preventing situations from escalating. We expect parents/carers to contact the Tutor or Head of Year if they feel something is wrong.

The sooner bullying is reported, the better the chances of resolving the matter satisfactorily. Where parents/carers and pupils (both victim and bully) are willing to work with the school there is more chance of a successful outcome.

A record of all bullying incidents is maintained centrally as part of the monitoring of all incidents kept on each pupil within a year group. This is systematically monitored and reported through the School Evaluation Form.

## Monitoring

Heads of Year should:

- Review the incident records regularly to identify trends within their own year group.
- Provide occasional assemblies to raise awareness of different types of bullying and support a protective ethos for victims.
- Keep SLT informed of bullying issues within the year group and strategies to resolve.
- Liaise with other Year Heads.
- Complete the relevant referral forms and pass them to the Assistant Headteacher for Welfare and Safeguarding to ensure that affected pupils receive the correct form of support.

Senior Leadership Team (SLT) should:

- Keep an overview of bullying incidents within the year group they line manage
- Alert other members of SLT about developing concerns
- Deliver whole school assemblies on key bullying issues to raise awareness

Governors should:

- Be aware of the schools Anti Bullying Policy
- Contribute to the review process

## Training

- Training is provided as appropriate:
- NQT training includes Anti Bullying
- Non teaching staff are given the opportunity to attend training on techniques for Behaviour Management including recognising and dealing with bullying
- Non teaching staff are made aware of appropriate strategies for recognising and dealing with bullying
- Heads of Year heighten awareness and review Anti Bullying Strategies in year team meetings

**Following consultation with the School Council the following was agreed as the schools Anti-Bullying Code: BE KIND**



We expect all pupils to be kind to each other and to treat each other with respect. We do not tolerate any form of bullying and this is dealt with seriously. If any pupil is aware that bullying is going on they must report it to the school for it to be dealt with.

**Review:** This policy is to be reviewed by:

- School Council
- Parent Council
- Teaching and Non-teaching staff in school
- Governors Curriculum Committee

## **APPENDIX 1**

### **ANTI-BULLYING**

#### **STRATEGIES ADVICE TO**

#### **STAFF**

As teachers we are managers of our classrooms. We need to be aware of the dynamics in pupil relationships and be careful to promote equal opportunities for all. We should aim to create a positive learning atmosphere in which every pupil is able to thrive.

#### **Teaching Staff Strategies**

- Try to arrive at lessons promptly to avoid 'corridor bullying'.
- Avoid leaving any group of pupils unattended in the classroom.
- Inform the Head of Year of any suspicions of or actual incidents of bullying using SIMS and email /discuss further details as appropriate.
- Try to ensure a 'safe' situation for the pupil or pupils being bullied, other than removing them from the group. (If necessary, the bully or bullies should be removed).
- If appropriate, seek medical assistance for the victim.
- After the incident has been dealt with, please be vigilant – use your seating plans to separate and support pupils.

#### **Support Staff Strategies**

- Encourage all pupils to follow corridor rules
- Talk to pupils who appear to be being subjected to bullying
- Inform the Head of Year of any suspicions of or actual incidents of bullying by recording on
  - SIMS and emailing /discussing further details.

#### **Head of Year and Senior Staff Procedures**

- If appropriate, seek medical assistance for the victim.
- Deal with the incident as soon as possible.
- Interview the bully / bullies – record the incident.
- Interview the bullied – record the incident.
- Try to allow adequate time for the victim(s) to describe the incident.
- Inform all relevant staff of the incident / action / resolution.

- Make decision about the incident in consultation with tutors and consider the following actions:
- Counselling of both parties (sometimes both agree to talk it out with you).
- Punishment.
- Recompense.
- Restorative meetings with both parties (only if consent from both parties is obtained) • Challenge It! Change It! Workshops
- Contact with parents.
- Contact with Governors.
- Contact with other outside agencies.
- Monitor the situation, i.e.
  - Allocate the victim / bully to a Peer Mentor.
  - Encourage the victim to log any further incidents.
  - Check with the victim of the situation as long as necessary.
  - Hold follow-up meetings with bullied / bullies' parents, if appropriate.
  - Counsel bully / bullies.
  - Refer the victim / bully for further support from external agencies.
  - If patterns of bullying are identified representatives of marginalised groups are consulted and action plan(s) drawn up.

### **Student/Pupil Actions**

- Follow the schools Anti-Bullying Code.
- Always report any bullying you are aware of.
- Remember:

#### **STOP**

**S**ay no to bullying and always RESPECT others.

**T**ell an adult: your parents or a teacher

**O**vercome fears but don't retaliate

**P**rotect and support each other

#### **STOP**

The policy was agreed in July 2023. The next review will be in **July 2024**.