



GUILSBOROUGH ACADEMY

Anti-Bullying Policy

Policy Name	Anti-Bullying
Committee	Curriculum and Student Welfare
Owner	Vice Principal (Pastoral Lead)
Statutory	No

Date Ratified	Review Date
January 2020	June 2021

Guilsborough Academy is committed to the creation of positive, safe, learning environments in which everyone has the opportunity to prosper and thrive emotionally, academically and socially. It will not tolerate bullying of any members of the school community and upholds the principles of the 2010 Equality Act. All members of the school community have the right to feel valued, equal and respected and be able to come to school without fear. It is the responsibility not only of the school community but society as a whole to do everything in its power to eradicate bullying. Guilsborough Academy will actively work with students, parents/carers, outside agencies and the community to create a fair, just and violence free society.

The Office of Children and Young People's Services' Anti-Bullying Strategy defines bullying as **"a persistent, deliberate attempt to hurt or humiliate someone"**.

Bullying can further be defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can be face-to-face or online. The main types of bullying are;

- Physical Bullying (hitting, kicking, theft)
- Isolating Bullying (being unfriendly, excluding, tormenting)
- Verbal Bullying (name calling, racist, sexual or homophobic remarks, disability)
- Subject of propaganda (spreading rumours/saying untrue things and getting others to join in).
- Cyber Bullying (all areas of the internet, email, chat rooms misuse. Mobile threats by text or calls. Misuse of social networking sites, associated technology, camera and video facilities)
- Graffiti Bullying: Writing unkind things about others where people can see (e.g. in public toilets/on classroom desks/walls etc.)
- Intimidation: Using words or gestures to make other people feel frightened/threatened.

Bullying hurts. No one deserves to be the victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Guilsborough Academy takes bullying seriously and will respond promptly and effectively to the issues of bullying.

We believe that:

- All pupils have the right to attend school
- All pupils have the right not to be afraid
- All pupils should feel safe and happy at school
- All pupils should be able to trust the staff to act
- All pupils should know the school policy on bullying
- Parents/carers should be able to raise their concerns about bullying
- Staff and pupils should respect each other and treat each other with kindness and courtesy



- Ethos and curriculum should reflect these beliefs
- The anti-bullying procedure and the penalties for bullying should be made clear to all pupils, staff, parents/carers and governors
- The school should develop a working partnership with parents/carers

Aims:

- To reduce the level of bullying
- To promote a safe school and community
- To involve the whole school community
- To change attitudes towards bullying to share responsibility for creating a better society

Review and monitoring

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented through the school

Procedures

In order to deal with instances of alleged bullying the following procedures exist:

- Students will be made aware of the Anti-bullying Policy through assemblies, tutor time and PSHE programmes.
- Students will be encouraged to report instances of perceived bullying to a member of staff, their form tutor or a member of the pastoral support team.
- Staff need to be sensitive to the issue of bullying and should look out for the signs and symptoms of bullying and follow these up.
- Once suspected bullying is identified the case should be thoroughly investigated and recorded by the member of staff concerned.
- Any proposed action intended as a response to alleged bullying should be discussed with the victim and agreed.
- In serious cases parents/carers should be informed and asked to come into school to discuss the issues.
- In cases where the bullying is proven and with the agreement of the victim, a restorative meeting with the identified perpetrators of the bullying (and their parents/carers) may be agreed.
- At the meeting the required improvement in behaviour on the part of those responsible should be agreed.
- The situation should be monitored by a member of staff and a record of this process kept.
- Where the policy fails to result in improvement of the situation or in more serious instances the Vice Principal should be informed at an early stage.
- Responses and consequences to bullying will vary depending on the level and the seriousness of the offence.

Outcomes

- The bully(bullies) may be asked to genuinely apologise. Other consequences may take place
- If improvement cannot be achieved through the process described, the Vice Principal may consider more serious action in consultation with the Principal. This may include internal isolation or a fixed term exclusion of students identified in acts of bullying or consultation with the police.
- If possible the pupils will be reconciled through Restorative Justice sessions.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeat bullying does not take place. Parents/carers will be contacted six weeks after the initial situation.

Signs and Symptoms

- A child may indicate by signs or behaviour that s/he is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:
- Is frightened to come to school
- Doesn't want to travel on the bus
- Begs to be driven to school



- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, unusually quiet, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep, has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or go missing
- Asks for money or starts stealing to pay the bully
- Has dinner or other monies continually lost
- Has unexplained cuts and bruises
- Comes home starving (money/lunch stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Become socially isolated
- Is nervous and jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Strategies for preventing bullying include:

- Pastoral support department – working with Heads of Year and tutors, the pastoral support manager and her team work with vulnerable children and follow up any suggestion of bullying behaviours. They contact home and arrange meetings between students.
- Tutor teams are empowered to discuss with Heads of Year at regular meetings any issues relating to bullying behaviour.
- Communication with parents/carers through e-mail by tutor/pastoral support/HOY
- Sixth form anti-bullying committee drop in sessions
- Sixth form student mentors in place and trained
- Lunch time arrangements within the SEN department and safe places to eat identified for vulnerable students.
- Termly reporting to Governors of bullying incidents.
- Settling in surveys completed by year 7 with focus on bullying issues included
- Protective behaviours interventions completed by Pastoral staff
- Anti-bullying week, information and poster competitions, selling wristbands and merchandise and students committing to an Anti-Bullying Pledge. (November annually)
- Assemblies throughout the year
- Parents/carers meeting at year 7 induction outlining the procedures and practices for dealing with bullying behaviours.

Interrelationship with other school policies

The behaviour policy is consistent with other school policies including

- Special Educational Needs
- exclusion



- behaviour
- restraint
- substance abuse
- safeguarding
- Life Skills (PSHE)

Roles and Responsibilities

The Governing Body will establish in consultation with the Principal, staff and parents/carers the policy for the promotion of good behaviour and keep it under review. It will ensure that it is communicated to pupils and parents/carers, is non-discriminatory and the expectations are clear. Governors will support the school in maintaining high standards of behaviour and low levels of bullying.

The Vice Principal (Pastoral) will be responsible for the implementation and day-to-day management of the policy and procedures. Regular review and analysis of paperwork and the recording systems by a member of SLT will identify issues. This will be fed back to all staff at staff meetings to highlight the ongoing awareness of bullying issues.

Staff, including teachers, support staff and volunteers, will be responsible for ensuring that the policy and procedures are followed, and consistently and fairly applied. Mutual support amongst all staff in the implementation of the policy is essential. Staff have a key role in advising the Principal on the effectiveness of the policy and procedures. They also have responsibility, with the support of the Principal, for creating a high quality learning environment, teaching good behaviour and implementing the agreed policy and procedures consistently.

The Governing Body, Principal and staff will ensure there is no differential application of the policy and procedures on any grounds, particularly SEN, ethnic or national origin, culture, religion, gender, disability or sexuality, appearance or health related conditions, or in relation to home/living conditions. They will also ensure that the concerns of pupils are listened to and appropriately addressed.

Parents and carers will take responsibility for the behaviour of their child both inside and outside the school. They will be encouraged to work in partnership with the school to assist the school in maintaining high standards of behaviour and low levels of bullying and will have the opportunity to raise with the school any issues arising from the operation of the policy. Parents/carers should make the school aware of any sign of bullying mentioned in this policy at an early stage.

Pupils will be expected to take responsibility for their own behaviour and will be made fully aware of the school policy, procedure and expectations. Pupils are expected to treat each other, staff and visitors with respect. Pupils also have a responsibility to ensure that incidents of bullying and any form of harassment are reported to a member of staff

HELP ORGANISATIONS

Childline – www.childline.org.uk 08001111

Anti-bullying alliance – www.anti-bullyingalliance.org.uk

www.Beatbullying.org

Bullying Online www.bullying.co.uk

Kidscape www.kidscape.org.uk

Advisory Centre for Education (ACE) 0207358321

Children's Legal Centre 08453454345

Kidscape Parents Helpline (Mon-Fri 10-4) 08451205204

Parentline Plus 08088002222