



Anti-bullying Policy

Section 1: Rationale and Aims

Bullying can severely damage the self-esteem of students. This can damage their education and their life chances. Bullying can severely impact on the mental wellbeing and emotional health of students and can, in extreme cases, lead to people harming themselves.

Our stated aim through our anti-bullying work is therefore that:

We will build a community where staff, pupils and parents can work together without fear of being bullied. All members of the community know that bullying is not to be tolerated and are willing to play their part in making this a reality. To this end, Graham School states that we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

"Section 89 of the Education and Inspections Act 2006 provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils." – DfE

"Why is it Important to Respond to Bullying? Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving." - Kidscape

Definitions

It's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Graham School also recognises that bullying can take many forms. We will ensure that our students are familiar with

- 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 because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & social media



Section 2: How the School Community will deal with bullying

Everyone who is part of the school community - students, families, teachers, support staff - is responsible for tackling bullying of all kinds. This section of the policy lays out what each group should do, and the following information will be included on the school website and publicised to families and students.

Students

What to do if... you are being bullied

- Try not to show you are upset, which is difficult, and walk as confidently as possible to a place where you feel safe eg – your PSO/DOP office, the School Foyer
- Write down clearly what has happened and tell someone you trust ... this may be your Form Tutor, a Mentor, a member of your family, your PSO/DOP.
 - If you find this too difficult, you can e-mail your concerns to
- Year 7 – anti-bags7@grahamschool.co.uk
- Year 8 – anti-bags8@grahamschool.co.uk
- Year 9 – anti-bags9@grahamschool.co.uk
- Year 10 – anti-bags10@grahamschool.co.uk
- Year 11 – anti-bags11@grahamschool.co.uk
- ... your email will be sent directly to the Pastoral Support Officer for your Year Group ... clearly it would be helpful to include who you are so that you can be supported and the matter dealt with.

Remember that you **must talk to someone you trust** and that **no-one deserves to be bullied**.

If you are different in some way, be proud of it! It is good to be an individual.

What you can expect to happen:

- Your report will be treated sensitively and seriously.
- In most cases the alleged 'bully' will be asked to account for his/her behaviour and the appropriate action will be taken. This may range from an apology to a serious school-based sanction, but the bully will always have to promise not to repeat his/her actions. He / She will have to pay for any damage caused or give back anything he / she has taken.

What to do if ... you see someone being bullied:

- Approach the victim and offer support and advice if you feel able to.
- Encourage him/her strongly to report what has been happening.
- If you feel they are not going to do that and you are still concerned for him/her, then you can use the procedures outlined above, including the 'anti-bags' e-mail address.



- If you happen to know the 'bully' as a 'friend', then you can use your influence to let him/her know that what you saw was 'out of order' and advise him/her about future behaviour. This will take real courage.

What you can expect to happen:

- You will receive support from staff.
- If you report what you have seen, your report will be dealt with sensitively and seriously. It will be passed to the appropriate member of staff for investigation and action.
- You will be told what happens.

What to do if ... you realise that you tend to be a bully yourself:

- Be honest with yourself and about you – this will be respected.
- If you realise that you have behaved in a bullying way towards someone, find him/her and apologise sincerely as soon as possible and promise that it won't happen again..
- Talk to someone you trust, eg – Tutor, PSO/DOP, Teacher, Parent, School Nurse – it could be that you need some counselling to help you overcome that side of your personality and redirect your energies – perhaps you are a strong person who could become a really good leader in the future.

What you can expect to happen:

- Your honesty will be respected and appreciated.
- If you have actually bullied another person, you can expect there to be a consequence. Depending on the nature of your offence, this can range from a restorative conversation to exclusion.
- Also, if you have damaged another person's property you will have to pay for repair or replacement. You will have to return anything that does not belong to you.
- You may also be expected to meet the victim and his/her parents.
- If you need some counselling, then this may be arranged.

If you confront your problems sooner rather than later, your future will be brighter.

Parents, carers and families

Sometimes students are unwilling or afraid to tell anyone at school or at home if they are being bullied. Families should therefore be aware that the following symptoms could be signs that your child is a victim of bullying and may need help:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering



- attempts or threatens suicide or runs away
- cries themselves to sleep at night or 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 money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a social media message is received

What to do if ... you think your child is being bullied:

- Listen to your child ... try to establish that the problem really is bullying (see definitions) and not something else, such as a fall out with friends.
- Help your child to deal with the problem him or herself, if possible.
- Discuss with your child what you can do and then make contact with school if you feel this is helpful or necessary.
- Your child can report the bullying using the guidelines on the previous page or you can contact your child's PSO or Tutor by phone or note in their planner.
- You can also use the '**anti-bags**' e-mail address if you prefer.
- Try to remain calm in discussions with your child and staff at the school, as being over emotional is likely to add to your child's upset and hamper a clear investigation.

What you can expect to happen ...

- Your report will be dealt with seriously and sensitively.
- Staff will inform you of developments or the results of any investigation.
- You will be told what the consequences are for the bully and any measures that have been put in place to avoid a repetition.
- You may be given the opportunity to come into school to meet with the 'bully' and his / her parents.

What to do if you hear that someone else's child is being bullied:

Occasionally you may learn from your own child about some bullying in which he/she is not directly involved

- If you feel that a situation really is 'bullying' rather than, for example, friends falling out or gossip, please encourage your child to report the incident(s) to staff at school or make direct contact yourself (see above).



What you can expect to happen ...

- Your report will be taken seriously and investigated fully.
- You will be informed of any outcomes (unless you specifically say that you don't want this to happen).

What to do if your child is a bully:

- As a parent / carer, you may notice that your child has bullying tendencies.
- It is important to tackle this issue with him/her.
- If you feel that you need support in this area, then it may be possible to arrange a mentor for your child – contact your child's Head of Year.
- There may also be support available for you as a parent / carer – contact your child's Head of Year

What you can expect to happen ...

- Your honesty will be respected and your concerns will be dealt with sensitively and confidentially.
- If appropriate, appointments will be made for you and / or your child to meet with a mentor.

As a family, you can access further information or support from the following organisations:

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204	www.kidscape.org
Parentline Plus	0808 800 2222	
Youth Access	020 8772 9900	
Bullying Online		www.kidpower.org

School staff

What to do if a student tells you he / she is being bullied:

- Be available and willing to listen – treat the information seriously.
- Give yourself time to think and don't jump to conclusions – all may not be as it first seems.
- Assess whether you are really dealing with 'bullying' or something less serious such as a fall out between friends.
- Resolve the situation yourself if you can and inform the PSO / Form Tutor/DOP as appropriate.
- If the situation is more serious – eg – extortion, on-going physical threat or aggression, inform the DOP/PSO and include any statement sheets you already have.
- Check that the student's immediate safety is secured and reassure him/her that he/she has done the right thing in telling you.
- Show an on-going interest and concern with the student who spoke to you – he/she trusts you.

What to do if you see a bullying incident:



- All staff should be alert to signs of distress in students – deterioration of work, serious illness, isolation, the desire to remain with adults, cuts and bruises – these may all be symptomatic of other problems but may be signs of bullying.
- If you observe an incident of bullying, you must stop it immediately and follow up as appropriate (see above).
- If bullying has taken place within your tutor group or teaching group, then tackle it. The vast majority of students are not bullies and peer pressure can be used against bullying.

Teaching about bullying in the Curriculum

Bullying falls under the general heading of Lifeskills and, as such, is time-tabled across the year groups.

Policy updated Summer Term 2017

C Connell