

## Anti Bullying Policy

### **Aims and Objectives**

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. This policy has been drawn up with reference to the work of the Anti Bullying Alliance ([www.anti-bullyingalliance.org](http://www.anti-bullyingalliance.org)) and publications and guidance from the DCSF (Safe to Learn. Embedding anti bullying work in school)

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at Derby Grammar School.

Bullying affects everyone, not just the bullies and the victims. It also affects the others in the school community. Bullying is not an acceptable part of school life or a necessary part of growing up.

### **Definition**

Bullying is defined as deliberately hurtful behaviour by an individual or group, usually repeated over a period of time, that intentionally hurts another individual or group either physically or emotionally.

People are bullied for a variety of reasons. Specific types of bullying may be related to cultural, special educational needs, disability, homophobic, racial, religious or sexual/sexist issues.

Cyber bullying has become prevalent in recent years. The use of technology (social websites, mobile phones, text messages, photographs and email etc.) to harass, victimize, intimidate or humiliate individuals is unacceptable and will be dealt with as bullying.

We also find helpful the following clarification by the Anti-Bullying Alliance, which states that bullying mostly falls into two categories:

- Emotionally harmful behaviour, such verbal behaviours as taunting and spreading hurtful rumours and excluding people from groups which could result in psychological harm.
- and
- Physically harmful behaviour, such as kicking, hitting, pushing, or other forms of physical abuse.

The following three conditions are used to define incidences of harmful interpersonal behaviour as bullying behaviour.

Behaviour is bullying behaviour if:

- It is repetitive, deliberate or persistent;
- It is intentionally harmful, carried out by an individual or group; and,
- There is an imbalance of power leaving the person who is bullied feeling defenceless.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence

of changes in work patterns, lacking concentration or truanting from school. **Pupils must be encouraged to report bullying in schools.**

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Statutory duty of schools**

Head teachers have a legal duty to draw up procedures to help prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **Dealing with incidents of Bullying.**

All staff are alerted to the idea of bullying whilst on duty. The school is regularly patrolled during the break and lunchtimes by staff who are aware of 'hotspots' where pupils congregate. The School has no locker rooms/hiding places where incidents of bullying usually take place. Male members of staff monitor the boys' toilet area.

It is the responsibility of all members of staff to deal with such incidents. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. Indeed, the teacher "on the scene" is often best placed to take prompt action and to deal with each individual incident in an appropriate manner. There is no one way of dealing with incidents; however, the following guidelines should be followed:

- It is important, in the first instance, to reassure the victim of bullying that they were right in coming forward.
- Staff should liaise with the Form Tutor, Head of Year and Senior Master at the most appropriate level to determine the most appropriate course of action.
- In most cases either the form tutor or the Head of Year will complete the investigation into a bullying incident. Bullying incidents should be recorded in the Anti Bullying log in the staffroom.
- The Heads of Year and the Senior Master review events to identify if any patterns are apparent for action to be taken on.
- Where practicable, the pupil(s) involved should be encouraged to write down their version of the incidents. Statements from other witnesses should also be collected. All statements should be signed and dated.
- Staff should record the contents of any conversation they have with pupils as soon as possible, sign and date them and pass them to the member of staff dealing with the incident.
- Guidance and support will be given to both the victim and the bully by an appropriate member of staff, usually the form tutor or Head of Year.
- Parents will be informed of any significant incident and the consequent actions taken by the school.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice

- reassuring the pupil and offering continuing support
- efforts to develop and support self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened and discovering why the pupil became involved
- establishing the wrong doing and the need to change attitudes and/or patterns of bullying behaviour.
- informing parents or guardians to help change the attitude of the pupil.

### **Sanctions against Bullying.**

Some or all of the following sanctions can be taken according to the seriousness of the bullying behaviour

- Resolution meeting between the bully and the bullied pupil supervised by a member of staff.
- An official warning to cease offending.
- A detention (either School or Headmaster's Detention).
- Informing and meeting with the bullies' parents/guardians.
- To be isolated from other pupils during pupil break times.
- To be excluded from areas of school premises at certain times of the day.
- fixed-term exclusion (normally from one to five days in duration)
- Permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in Citizenship, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Guidance for pupils is given to pupils in an Anti Bullying Leaflet that is distributed annually. This has been developed by the School working with the School Council. It explains how to recognize acts of bullying, advice on what to do if someone is being bullied and how the School will deal with any accusations of bullying. *There is also a 'What to do if' flier for senior school pupils and guidance in the Junior School Homework diary.*

This Anti Bullying Policy is linked to the Behaviour (Rewards and Sanctions) Policy.

### **Monitoring, evaluation and review**

The School will review this policy regularly and update the training of staff on a regular basis, and assess its implementation and effectiveness at Senior Management Team level with the input of the School Council to ensure that pupil views are taken into account.