



Pudsey
Grange
field
School

ANTI-BULLYING POLICY

This policy has been agreed by the Governing Body of Pudsey Grange School.

Approved – May 2016

Pudsey Grangefield School - Anti-bullying policy

Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Pudsey Grangefield School values and celebrates diversity and expects all stakeholders of our community to demonstrate respect towards others and together, make our school an enjoyable place of learning.

We want our school to be an environment which is safe, supportive and listening, where every member of the school community (governors, staff, students and parents) understand that bullying in any form by anyone (adults or students) and anywhere, is always unacceptable.

We expect everyone to take actions when bullying occurs. All pupils and parents should feel assured that allegations of bullying will be investigated promptly and effectively.

Being happy at school

- **A Charter of Pupil RIGHTS**

As a member of Pudsey Grangefield School, you have the right to be happy and enjoy learning. Furthermore, you have the right:

1. not to be bullied.
2. to live your life in peace and safety.
3. to be an individual and be proud of being different.
4. to protect yourself by ignoring others or by walking away.
5. to tell a member of staff if someone is making you unhappy.

- **A Charter of Pupil RESPONSIBILITIES:**

As a member of Pudsey Grangefield School, we expect you:

1. not to be bullied.
2. to help one another.
3. to work with others to help stop bullying.
4. not to be afraid of reporting any incidents to a member of staff.
5. to thrive and be happy at school.
6. to be successful and praise others for their successes.

What is bullying?

Bullying occurs when there is an imbalance of power. Bullying is the repeated action of causing pain and/or distress to another person.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Non-verbal unwanted looks, isolating
- 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
- Transphobic because of, or focussing on gender reassignment or gender dysphoria/LGBT (Lesbian, Gay, Bi-Sexual, Trans-gender)
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

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. Students who are bullying need to learn different ways of behaving.

Pudsey Grangefield School has a responsibility to respond promptly and effectively to issues of bullying, and is committed to doing so.

Objectives of this policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- 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 unusually hungry (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 cyber message is received

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

Procedures

1. Report bullying incidents to staff
2. In cases of bullying, the incidents will be recorded by staff
3. In confirmed cases parents/carers should be informed and where appropriate, be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. Provide support for both the victim and the perpetrator.

Outcomes

- 1) The perpetrator should be able to show empathy with the feelings of the victim and display a sense of genuine remorse for their actions. Other consequences may take place.
- 2) If appropriate and possible, the students will be reconciled
- 3) After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) In serious cases, fixed-term (or even permanent) exclusion will be considered.

Prevention

1. The different forms of bullying and their effects are identified within every student's school curriculum (PHSCE lessons, Form Time discussions and assemblies).
2. Engage in further awareness through the national campaigns to stop bullying.
3. Discussion of bullying, its effects and prevention should be openly and regularly discussed within Form groups.
4. Anti-bullying ambassadors will support some students, where appropriate, in discussing possible bullying incidents.
5. Students are encouraged to use the school's secure email communication system to directly message a member of staff known to them, regarding any concerns of bullying, either to themselves or others and also use student 'voice box' in each Year Office.
6. Along with trained staff, Sixth Form Ambassadors will be involved in supporting discussions within the LGBT framework.

- National awareness is 31st October to 30th November (Starting with the theme, 'Bullying and E-safety').
- National anti-bullying week is 14th November to 18th November 2016
- Anti-bullying ambassadors will be selected through an interview process. Ambassadors will play an important role in actively promoting social inclusion, through the necessary training, be conspicuous support in school to listen to others, promote diversity and lead national awareness, as well as other related activities throughout the school year.
- LGBT Awareness Week – April 2017
- LGBT focussed Form Time activities as well as input in to the PSHE curriculum

Related school policies

This school policy supports and expands on the references to anti-bullying appropriately included in:

- the school's Equality and Diversity Policy and Single Equality Scheme
- the school's behaviour policy
- the school's Discipline Policy
- the school's Charter of Pupil Rights and Responsibilities (presented in the Student Planner) – 'Being happy at school'
- the school's Staff Code of Conduct – Leading Professional Behaviour.

The school recognises the guidance received from KIDSCAPE (www.kidscape.org.uk) in the construction of this policy.