

ANTI- BULLYING POLICY

Date agreed: November 2011

Review Date: September 2015
(or earlier if required)

- All members of the school community have the right to learn and work free from intimidation and fear.
- This policy is informed by the Greenshaw Vision statement and the Equalities Policy.
- All bullying the school is made aware of will be investigated thoroughly and action taken.
- The action taken will be decided by the school in consultation with those affected and parents of the affected including victims and, where appropriate, with the bully/bullies and parents of the bully/bullies.
- Parents of all those directly involved will be informed or consulted by the school (normally a member of the Pastoral team)
- The Anti-Bullying Policy is part of the work by the School to stop bullying and will be supported by work in PSHE
- Any member of the staff of the school who suspects or witnesses bullying will inform the relevant Tutor/Head of House at the first opportunity. The member of staff should also complete a record of concern on the day of the incident.
- Any incident of bullying reported to a member of the staff will be referred by that member of staff to the relevant Tutor/Head of House at the first opportunity.
- If the incident involves a breach of the equalities policy (e.g. issues of a racist nature, homophobia or of a sexist nature) it should be brought to the attention of the appointed member of the Leadership team (Pete Jemson)
- Any action taken by the school will be consistent with the School's Behaviour Policy and Pastoral Support Programme

Bullying is defined as a campaign of action intended to intimidate, taunt or humiliate an individual or group; or a campaign that results in the individual being intimidated, taunted or humiliated.

Bullying may include:

- Physical violence
- The threat of physical violence
- Damage to personal property
- Cyber bullying
- Verbal taunts or insults about the individual or that individual's family and home life
- Insulting comments about someone's race, religion, culture, gender, sexuality or beliefs
- Mocking the beliefs and values of an individual or religious or social group
- Taunting about physical characteristics
- Taunting about an individual's desire to learn or their abilities
- Deliberately passing on comments about an individual
- Deliberately making a situation between individuals or groups worse by comments, inaccurate comments and inaccurate accounts of events or actions
- Deliberately undermining the work and efforts of an individual or group
- Deliberate isolation of an individual or group
- Intimidation of an individual by comment, gesture or look

Bullying can take place anywhere. Because bullying is complex and is often carried out subtly, it may take place in our classrooms.

Responses to incidents of bullying will involve a range of strategies linked to the Greenshaw Support Programme :

House staff made aware of a particular incident of bullying by an individual pupil or group of pupils for the first time. This information may come from other pupils, victims, parents of victims or Greenshaw staff.

Possible Actions and Strategies

- Removal of bully and those affected, including victim, to be found place of safety
- Statements taken from all concerned
- Victims counselled and offered referral to outside agencies
- Parents of victim/s informed or contacted
- Possible temporary exclusion of bully/bullies
- Parents of bullies informed by tutor or HoH or parents informed of temporary exclusion.
- Bullies warned of serious nature of bullying and having what is wrong with their behaviour explained
- Groups who have witnessed or colluded in bullying spoken to.
- Accounts to be placed on the files of victims/bullies and others involved
- Teachers of relevant groups and individuals to be made aware of the situation

If the bullying continues, then this will be considered as a grave breach of school conduct and sanctions will be deployed in line with the School's Discipline Policy.