



# Anti-Bullying Policy



Date agreed: June 2019

Review Date: June 2020

COMMITTED TO  
EXCELLENCE

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- All members of the school community have the right to learn and work free from intimidation and fear.
- All bullying the school is made aware of will be investigated thoroughly and action taken.
- The action taken will be decided by the school after having thoroughly investigated all incidents and considered the opinions of those affected, and where appropriate, the bully/perpetrators themselves.
- 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 incident of bullying reported to a member of staff will be referred to the relevant Tutor/Head of Year at the first opportunity. A Record of Concern should be completed.
- 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 a designated member of the pastoral team (Mr C. Higgins)
- This policy is consistent with the school's overall behaviour policy

### **Bullying is defined as:**

A series of actions intended to intimidate, taunt or humiliate an individual or group; or persistent behaviour 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.

**Parents/carers are expected to take responsibility for monitoring their child's use of social media and text messages and ensuring they do not engage in bullying behaviours outside of school time. School staff are unable to deal with every incident that occurs outside of school hours and may advise parents/carers to involve the police**

**Responses to incidents of bullying will involve a range of strategies consistent with the Greenshaw behaviour policy:**

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

**Possible Actions and Strategies**

- Keeping the perpetrator out of general circulation
- Keeping the victim in a place of safety
- Statements taken from all concerned, either written or spoken
- Victims counselled and offered referral to outside agencies where appropriate
- Parents of victim/s informed or contacted
- Possible temporary exclusion of perpetrator(s)
- Perpetrator(s) warned of serious nature of bullying and educated about the impact of bullying
- Groups who have witnessed or colluded in bullying addressed
- Accounts to be placed on the files of victim(s)/perpetrator(s) and others involved
- Teachers of relevant groups and individuals to be made aware of the situation
- Where a law may have been broken appropriate involvement of the school's community police officer
- Restorative/mediation meeting with perpetrator and victim where appropriate

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 behaviour policy.