



GARTREE HIGH SCHOOL - ANTI-BULLYING POLICY

Aims of the Policy

To encourage all students to treat everyone with respect, to minimise the opportunities for bullying to occur and seek to maintain a learning environment where it is not tolerated.

If bullying does occur, the Gartree community are aware of strategies for dealing with it effectively.

All members of our school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on self-esteem as well as on an individual's emotional and mental health. Bullying prevents individuals achieving their full potential and can seriously affect life chances.

Bullying, in any form, will not be tolerated in our school community. Special care will be taken to monitor instances of bullying that may be driven by discrimination or prejudice behaviours, such as racism, homophobia or sexism. These will be dealt with in accordance to the guidance herein and with full robustness and awareness that these types of incidents may need much more support and education for those involved during and after.

At Gartree we use the "STOP Bullying" maxim to identify bullying and give advice to our students if they see, or are, victim to it.

Bullying can be defined as Repeated behaviour towards another that is intended to hurt someone either physically or emotionally An isolated quarrel, disagreement or confrontation between two parties is not bullying but will be addressed appropriately.

It can be:

- | | |
|------------------------|---|
| <i>Physical</i> | hitting, kicking, spitting, taking/hiding or damaging property, sexual intimidation, stalking (pestering or causing distress or fear of violence). |
| <i>Verbal</i> | taunting, threatening, name calling, spreading rumours, whispering behind someone's back, pressurising/manipulating someone into doing something they do not want to do. Sexual, homophobic, gender identity, racist, religious harassment, inappropriate or offensive references to those with a disability. This can also include the use of homophobic terms as an insult or to imply inferiority. |
| <i>Social</i> | social exclusion (deliberately breaking friendship groups) staring and 'dirty looks', ignoring, graffiti, displaying materials of a racist, sexist or pornographic nature, spreading rumours, or stories. |

Cyber

text messaging, phone calls, emails, videoing, social media and sending images/videos

Purpose of the policy:

- To promote the school's aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community.

Guidelines (action plan) for implementing policy:

- The policy will be monitored and evaluated annually under the guidance of the Assistant Head for student well being.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Headteacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- **All** staff will respond seriously to pupil, staff or parental concerns and support the agreed procedures.
- As well as their parents, pupils should be aware of a range of people to whom they can talk to/share concerns/report incidents, including their Tutor and Pastoral staff.
- Any member of the school community who has experienced or witnessed bullying in any form should report this directly using the school systems. Students are encouraged to report all incidents whether they are victims or bystanders.

Our proactive strategies include:

- Annually bullying awareness will be raised through a range of approaches including; school assemblies, external speakers/theatre productions, prominent pictorial displays, posters and activities during anti-bullying week and throughout the year.
- The Governing body and the Pastoral team and Assistant Head in charge of well being will continuously monitor bullying via staff meetings, reporting systems and responses from pupils and parents.
- A list of relevant anti-bullying websites is displayed throughout the school and included in the Appendices.
- Bullying and all forms of discrimination will be addressed within the PSHE curriculum and tutorial in all year groups to better educate our students of the nature, dangers and consequences of these behaviours.
- All staff are made aware of the procedures and practice around bullying.

Our Reactive strategies

- In the event of a bullying incident the behaviour management system will be followed and the incident will be recorded as bullying. Parents will be informed whenever necessary.
- Bullying incidents will be monitored by the Pastoral team and Assistant Head in charge of student well-being. This information will be passed on to the Headteacher/Governors.
- Complaints about bullying or harassment will be taken very seriously and should be reported immediately.
- An anti-bullying email address is available for students to report bullying 24 hours a day and is regularly monitored (stop@gartree.leics.sch.uk)
- Victims, bullies and witnesses will be spoken with and asked to write down what has been happening.
- The school will usually try to educate the perpetrator in the first instance of a concern being raised and may use Restorative Justice/conversations. However, failure to adhere to this will be dealt with severely involving a system of escalated sanctions including restrictions on movement/time, Formal Isolations etc. as outlined in our Behaviour Policy.
- The situation will be monitored over a period of time and all parties concerned, including their families, will understand that this is happening.
- Appropriate staff to be kept informed

We support the victims in the following way

- Offering them the opportunity to talk about the experience with their form tutor, or another member of staff with whom they feel comfortable with.
- Offering continuing support when/if they feel they need it; possible involvement of the Pastoral Manager.
- Signposting and/or referral to internal or external venues of support if necessary.

We also discipline, yet try to help the perpetrator in the following ways:

- Talking through what happened, to discover why they became involved.
- Informing the perpetrators parents/carers.
- Continuing to work with the perpetrator in order to challenge prejudice attitudes.
- Taking one or more as appropriate, of the disciplinary steps described below.

Disciplinary steps

- Officially warn the perpetrator to stop offending: formal record kept on pupil's record
- Inform the perpetrator's parents / carers
- Withdrawal from general circulation at break/lunch time.
- Lunchtime / after school formal detentions
- Withdrawal from lessons for a fixed period of time.
- Make arrangements for perpetrator to go home at lunchtimes.

- Make alternative arrangements for travel to and from school.
- In the case of very serious incidents, Internal Exclusion, fixed-term or permanent exclusion could be considered by the Head Teacher after a full review of the facts, (in line with behaviour management policy).

APPENDIX A – “STOP Bullying” Poster



BULLYING



	What is Bullying?	What to do about it?
S	Several	Start
T	Times	Telling
O	On	Other
P	Purpose	People

We want Gartree to be a safe place where pupils feel happy, protected and are free to express themselves. We take this responsibility very seriously and will not tolerate bullying in any form.

If you think you are being bullied or you witness bullying:

- Ask the person to stop.
- Remove yourself from the situation
- Talk to a member of staff about it (e.g. your Tutor or Pastoral Team)
- Use the e-mail system to report it:

stop@gartree.leics.sch.uk

*“Bullying is **repeated** behaviour towards **another** that is **intended to hurt** someone either physically or emotionally.”*

You need to do something – if you do nothing it is likely that the bully will continue

Remember that your silence is the bully's greatest weapon!

- a) Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- b) Be proud of who you are. It is good to be individual
- c) Try not to show that you are upset. It is hard but a bully thrives on someone's fear
- d) Stay with a group of friends/people. There is safety in numbers
- e) Be assertive – shout "No" Walk confidently away. Go straight to a teacher or member of staff
- f) Physically fighting back will make things worse
- g) **Tell someone** – teacher, other staff, friend, a supportive friend, any other adult

Staff should always take you seriously and do everything possible to help to improve the situation for you.

IF YOU KNOW SOMEONE IS BEING BULLIED:-

- a) **TAKE ACTION!** Don't be a bystander. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own
- b) If it is safe to do so tell the bully to stop
- c) Don't respond by bullying the bully
- d) Tell an adult **IMMEDIATELY**. Staff have ways of dealing with the bully without getting you into trouble
- e) Don't be, or pretend to be, friends with a bully – do not support a bully

AS A PARENT/CARER:-

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- c) If you feel your child may be a victim of bullying behaviour, inform the school **IMMEDIATELY**. Your complaint will be taken seriously and appropriate action will follow
- d) It is important that you advise your child not to fight back. It can make matters worse!
- e) Reassure, comfort and support your child
- f) Make sure your child is fully aware of the school policy concerning bullying, and that they will not be afraid to ask for help

APPENDIX C – Useful Websites



- www.anti-bullyingalliance.org.uk
- www.bullying.co.uk
- www.stopbullying.gov (US website)
- www.nspcc.org.uk
- www.kidscape.org.uk
- www.youngminds.org
- www.againstbullying.org
- www.stonewall.org.uk

