



# The Grange School and Sports College Policy Document



## 1. **Title:**

### **Anti-Bullying Policy**

## 2. **Purpose:**

To ensure that all Governors, staff, students and parents are aware that bullying in any form and at any level is taken seriously. We are committed to not only dealing with bullying but doing all we can to prevent it from happening.

## 3. **Aims:**

- To operate a whole school approach to bullying which is agreed, known and consistent in its implementation
- To provide an environment where students feel safe
- To encourage an atmosphere where students feel confident that they can tell someone quickly if they experience bullying, safe in the knowledge that they will be listened to and matters will be dealt with effectively
- To ensure active follow up as necessary
- To actively apply the 'no blame approach' whenever possible in dealing with issues of bullying
- To record all incidents of bullying and monitor this regularly

## 4. **Policy:**

What is bullying?

Any repeated words which are aimed at causing someone to feel frightened, miserable and helpless in school.

Bullying can be:

- Deliberately hurtful
- Repeated over a period of time
- Difficult for victims to defend themselves against

Bullying can take many forms, but the three main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of rumours, sending malicious e-mails or text messages on mobile phones

### **STUDENTS:**

If you are being bullied in school you can either:

- Request to speak to a Sixth Form Peer Mentor
- Talk to an adult in school that you trust
- Contact the Learning Mentor in order to access the mediation service

You may find it helpful to take a friend with you when you speak to someone.

- Don't listen to the bully when they say that you will be in trouble if you talk to someone. You aren't doing anything wrong, they are
- Telling someone does not mean the bully will get into trouble What you say will be passed on to your tutors or Key Stage Coordinator. You will be taken seriously
- If you need somewhere to be safe there will be a place for you to go while the problem is being sorted out your tutors or Key Stage Coordinator will organise this
- We will monitor things after a period of time to ensure that problems have not reoccurred

**IF YOU ARE NOT OPEN THE BULLY HAS ALL THE POWER!**

If you see someone being bullied at school:

- The best thing you can do is tell someone as quickly as possible.

### **STAFF:**

If a student tells you they are being bullied in school:

- Listen to what they have said
- Take it seriously
- Record what they have said
- Make it clear they have made the right decision to tell
- If you can deal with it then do so
- Offer the support of a safe room/area if it is necessary. Monitor those students involved in the future
- It may not necessarily be possible to keep everything we are told a secret.
- If you feel you need support to deal with the situation then pass on the information to either the students' tutor or the Key Stage Coordinator
- If you feel the situation is extremely serious then pass on to the KSC or SLT straight away

### **PARENTS:**

If your child is being bullied at school, we can help:

- Contact the school and ask to speak to one of the students' tutors or the Key Stage Coordinator
- Talk over the problem with the teacher. Be sure of your facts. In particular, children who are being bullied can become upset and confused about what has actually happened
- Encourage your son/daughter to either:
  - Request to speak to a Sixth Form Peer Mentor
  - Speak to one of their tutors
  - Speak to their Key Stage Coordinator
- Contact the Learning Mentor about the mediation service
- Don't let your child talk you out of contacting the school If the problem is to be solved we need to know about it as quickly as possible

- Once a situation has been dealt with please check with your child and one of the tutors after a week or so in order to monitor that the situation has been fully resolved

#### SUPPORT FOR STUDENTS WHO ARE BULLIED

- Speaking to a Sixth Form peer mentor
- Speaking to the tutors
- Speaking to the Key Stage Coordinator
- Time with the Learning Mentor
- Team up with a buddy

#### SUPPORT AVAILABLE TO PARENTS, STUDENTS AND TEACHERS

- Training for peer mentors
- Parent support evening organised by the school
- Bullying issues dealt with in assemblies during Anti-Bullying week
- Bullying discussed in tutor sessions
- Relevant information delivered through Citizenship lessons

#### **5. Relationship to other Policies:**

- The Behaviours for Learning Policy
- The Attendance Policy
- The Equal opportunities Policy
- The Child Protection Policy

#### **6. Monitoring, Review and Evaluation:**

The monitoring, reviewing and evaluating of this policy will be the responsibility of the Assistant Head (Students and Learning) in consultation with the SLT and the Governors pupils and personnel committee.

This Policy should be evaluated and reviewed annually.

The bodies consulted and to be consulted in the development and future revision of this document

- DCSF
- LA
- ANTI-BULLYING ALLIANCE

#### Implementation and monitoring of the policy

Implementation and monitoring of the policy will be the responsibility of the Assistant Head (Students and Learning).

The purpose of reviewing the effectiveness of the implementation and development of this policy is:

- To ensure that all students and their parents/carers are aware of the ways in which we deal with bullying issues in this school
- To ensure that all staff are clear about our procedures and follow them as necessary

- To record and monitor incidents of bullying in the school
- To evaluation the incidents, nature and frequency of bullying in this school
- To evaluate the effectiveness of the systems we operate to combat bullying

Areas for future consideration

To look at best practice

To consider new strategies as necessary.

**Adopted by Full Governing Body on: 08.02.06**

**Review Date: 2010**