



ANTI-BULLYING POLICY

This is a whole-school policy, within the framework of which the Primary School and the Nursery policies operate as appropriate.

The School makes it clear that bullying is not acceptable. The effects of bullying can be potentially very serious, causing psychological damage and even suicide.

The School has an obligation to comply with the *Equality Act 2010* and *the Children Act 2004* with particular regard to promoting equality of opportunity and fostering good relations between all members of the school; by protecting all members of the school from harassment or victimisation; and by safeguarding children from harmful behaviour. Whilst bullying is very upsetting for the person being bullied, the school will consider the welfare of all parties.

Although bullying is not a specific criminal offence, some types of harassing or threatening behaviour could be an offence under the *Protection from Harassment Act 1997*, *Malicious Communications Act 1988*, *Communications Act 2003*, *Public Order Act 1986*.

School Aims:

- To ensure that all members of Queen Elizabeth's Grammar School, Blackburn, understand the nature of bullying, its effects and how it may be avoided
- To set out the School's measures to minimise the incidence of bullying behaviour
- To set out the procedure for managing and recording suspected cases of bullying

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

It is often motivated by prejudice (e.g. on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities).

It might be motivated by actual differences between children, or perceived differences.

Bullying may involve an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways: it may be physical, psychological (knowing what upsets someone), derived from an intellectual imbalance, or from having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

However, it is not bullying when, for example:

- Two people have an occasional dispute or a falling out;
- Pupils engage in rough and tumble play;
- An individual exercises legitimate authority in directing the behaviour of another

Forms of bullying

Cyber-bullying

Cyberbullying is bullying that takes place using technology. Whether on social media sites, through a mobile phone, or gaming sites, the effects can be devastating for the young person involved. There are ways to help prevent a child from being cyberbullied and to help them cope and stop the bullying if it does happen.

Many children have been involved in cyberbullying in some way, either as a victim, perpetrator, or bystander. By its very nature, cyberbullying tends to involve a number of online bystanders and can quickly spiral out of control. Children and young people who bully others online do not need to be physically stronger and their methods can often be hidden and subtle.

What the school will do when tackling cyber-bullying:

Cyber-bullying will be managed as a bullying case. There is a separate E-Safety policy.

Emotional bullying

Emotional bullying is when a victim is taunted, mocked, excluded from groups or the subject of hurtful and untruthful gossip and rumours. Often, the person who engages in this form of behaviour does not consider it to be bullying, but considers it to be 'a joke'. If the victim does not find teasing or taunting funny, then it is not. Emotional bullying can be more damaging than physical.

Sexting

The sending of inappropriate images is a serious offence. Pupils suspected of this will be asked to surrender mobile phones for examination by the Child Safeguarding Officer. This examination, wherever appropriate, will be conducted in the presence of the child's parents for anyone aged 16 or under, and the local police will be informed if inappropriate material is found. If such images are found, the School will follow the instructions of the police but it is likely that all pupils in possession of the image will be asked to delete it and an attempt will be made to contact anyone outside school who may have received it. The school will attempt to contact any websites involved in hosting any inappropriate material. If the school is unable to contact providers of any websites hosting the image, the school will make a report to Internet Watch Foundation at www.iwf.org.uk.

Physical bullying

Physical bullying should not be seen merely in terms of a pupil being physically assaulted. It can include damage done to the victim's property, clothing or school work.

Verbal bullying

Verbal bullying is name-calling or making insulting remarks which can be sexual/sexist, racial or homophobic in nature.

Bullying Outside School Premises:

Under the *Education and Inspections Act 2006*, schools have a statutory power 'to such extent as is reasonable' to regulate pupils' behaviour when off-site and not under the supervision of staff. This can relate to any bullying incidents off school premises. Heads are permitted to implement on-site sanctions.

School actions to minimise the incidence of bullying

Queen Elizabeth's Grammar School

- Maintains an ethos of respect where all pupils are valued, not only by the teaching staff, but also by their peers;
- Includes education on bullying and related themes in PSHE and assemblies;
- Raises staff awareness through training;
- Has a clear anti-bullying policy that is communicated to parents, students, pupils and staff;
- Encourages an ethos where all pupils will be prepared to refer and report bullying to staff, adults, or senior pupils and students;
- Briefs senior pupils, and especially those with responsibilities, on the need to be vigilant and to report any bullying behaviour;
- Deploys staff and sixth formers to patrol on duty during break and lunch periods;
- Seeks to ensure that all members of the community are willing and able to report concerns
- Promotes the role of senior pupils and students as mentors to the lower school pupils

Roles and Responsibilities

The Head has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, and outside agencies.

The responsibilities of the **Deputy Head (Pastoral)** are as follows:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour
- Reporting periodically to the Head and SMT on any patterns

Response to Bullying

If the bullying is to stop, it is vital that those in a position to help should receive the necessary information. If victims do not speak up, the bullying may continue and possibly become more serious. This is an area in which we consider it to be the duty of the victim, whether pupil or staff, to inform the appropriate authority, as outlined below. The School will record incidents of bullying to enable patterns to be identified, so that action can be taken to reduce the risk of bullying.

Pupils:

- Those being bullied must tell someone at home or at school who will take action to help them. **The school will do everything possible to ensure that victims of bullying feel that they are able to seek help without fear of retribution, through reporting their concerns to a member of staff (teacher, Form Tutor, Head of Year, or Deputy Head (pastoral)).**
- Pupils/staff aware of someone else who is being bullied, or who have serious concerns about this, **must** inform a member of staff.
- Pupils/staff who come across cyber bullying must report it.
- Prefects should watch for signs of bullying and pass information to a member of staff.

- Pupils being bullied by pupils or staff should inform a member of staff, or their Form Tutor, or their Head of Year, or the Deputy Head (Pastoral).

Parents:

- Parents who suspect that their son or daughter is a victim of bullying, is bullying or that bullying is taking place, must contact the school and speak with the Form Tutor, Head of Year or Deputy Head (Pastoral).

Teachers:

- Teachers must watch for signs of bullying, particularly in areas such as changing rooms, toilets, corridors and act immediately to stop it by informing Tutors and Heads of Year who will respond appropriately (see below).
- If the victim is a member of staff being bullied by staff, pupils or anyone else he/she should report the matter to his/her line manager unless this person is the alleged bully in which case the matter should be brought to SMT. In the case of an allegation against a member of SMT, the matter must be brought to the Head, and if the Head is alleged to be bullying then to the Chair of Governors or the Vice Chair.

The School's response must be flexible depending on circumstances. In all cases, the primary concern is to stop the bullying and to try to reconcile the bullied with the bully. A disciplinary response is an important but secondary consideration, but we do not believe in 'no blame' in bullying issues and those responsible can expect to be punished. **The school is fully committed to giving a strong message to all that bullying of any kind will not be tolerated.**

- The incident must be fully investigated and, if appropriate, witnesses questioned
- It would be usual to involve the parents of the victim (where pupils are concerned) and the bully at an early stage unless there is good reason not to.
- Incidents of bullying should be recorded in the pupil files; there is a separate file on racist incidents for monitoring purposes.
- Sometimes it might be appropriate to bring bully and victim together to resolve a conflict
- Support for the victim and the bully should form part of the on-going resolution of the bullying
- The victim may benefit from the support of a nominated friend or group of friends
- Undertakings must be sought that the bullying will stop
- The perpetrator(s) must know clearly the consequences of any renewed bullying
- The usual range of sanctions from detention to exclusion (temporary or permanent) is available where pupils are concerned (see Infringement Chart) and if staff, the full range of disciplinary responses are available, including oral, written, final warnings and in extreme or special cases, dismissal.
- Colleagues dealing with cases of bullying should ensure that Form Tutors, Heads of Year and, if necessary, the Deputy Head (Pastoral) are informed or involved
- The School is committed to investigating cyber bullying, even when it is clear that the abuse is not being generated or circulated in School
- The School will seek all relevant permissions, including where necessary contact with parents and the Police, when investigating communications that could be deemed to be private
- The School is committed to removing traces of cyber bullying by contacting Internet Service Providers and phone network providers
- The School has the right to ask that all traces of cyber bullying are removed from the property of individuals

The Policy should be read in conjunction with DfE Guidance, the School's Harassment Policy, Behaviour Policy, Child Protection Policy, Computer use policies, Equality statement and

Complaints Policy. Evidence of bullying will be recorded in a separate file. This file will be monitored termly by the Deputy Head (Pastoral) so that any patterns can be identified and appropriate measures taken.

Further Advice is available through the websites below.

School Support for Children and Young People who are Bullied (March 2014)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/368135/supporting_bullied_children_factsheet_october2014.pdf

Cyberbullying: Advice for Head teachers and school staff (November 2014)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyber_bullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

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