



WISBECH GRAMMAR SCHOOL

Anti-Bullying Policy (A4)

Scope:	Senior School
Release date:	October 2017
Review date:	October 2018
Author:	Senior Deputy Head
Reviewer:	Deputy Head Operations
Approval body:	Risk and Governance Committee of the Board of Governors

Linked documents

This policy should be read in conjunction with the following published documents

- SEND Policy (A2)
- Behaviour Policy (A4)
- PSHCE Policy (A5)
- Safeguarding and Child protection Policy (A6)
- Online Safety Policy (A8)
- Complaints Policy (A14)
- Teachers' Guide

Acronyms

N/A

Availability

This policy is available to parents and prospective parents on the School website, and a printed copy may be requested from the School Office/Pupil Services Team.

Anti-Bullying Policy

Introduction

Our aim is to prevent any form of bullying (in accordance with the DfE (2014 Preventing and Tackling Bullying) in order to ensure the safe passage of every boy and girl through the School.

The School will not tolerate bullying. This message is periodically reinforced in whole school and section assemblies, PSHCE schemes of work and form periods, in order to foster the positive qualities of altruism and community spirit. The content of lessons such as drama, English and history, also affords opportunities to discuss and to promote measures for anti-bullying. Senior and Form Prefects and Peer Mentors also play an important part in promoting positive behaviour and reporting any bullying. Staff attend anti-bullying and safeguarding courses when appropriate. All pupils are reminded to behave safely in unstructured time, i.e. show proper consideration and respect towards others and be aware of different age groups, their needs and the feelings of others. All staff, particularly those on duty, are aware of the need to be vigilant and proactive, especially in places such as locker areas. Staff duty areas and timings are clearly identified on the Staff Duty rota.

Definition of Bullying

We define bullying as behaviour by an individual or group, which may be repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Bullying is serious and can cause psychological damage and even suicide.

Bullying can be physical or emotional, and is carried out by a person or group. It can be racist, religious, cultural, sexual/sexist, homophobic, cyber or aimed at a person's disability.

Cyber-bullying can be even more invidious because of the potential to extend to home and personal space, and the opportunities it offers perpetrators for anonymity. Cyber-bullying can be via websites, mobile phones, text messages, photos and email. The School has an IT security system in place to detect any misuse of IT facilities within the School. Pupils are regularly reminded of the regulations regarding the proper use of IT in school.

Dealing with Bullying

The whole school community has a role to play in preventing bullying in our School.

Schools have a responsibility to respond promptly and effectively to issues of bullying. There are criminal laws which apply to harassment and threatening behaviour.

Bullying in any form should be reported immediately, ideally to the Form Tutor in the first instance, although pupils are encouraged to approach any member of staff they wish. There are external agencies who can help and advise, such as, Childline (0800 1111), The Anti-Bullying Alliance and Kidscape.

Any report of bullying will be taken seriously and investigated; a Bullying Log is kept in the school shared drive to enable possible patterns to be identified. An opportunity will be given for all involved to give their perspective. Where appropriate, a meeting might be arranged as a form of mediation or reconciliation between the two parties involved.

When disciplinary measures are applied this is done in order to show that such behaviour is wrong. These are applied fairly, consistently and reasonably taking into account any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils. Staff also need to consider the motivations behind bullying behaviour and have an awareness and concern for the safety of the perpetrator.

Appropriate action will be taken against bullying, depending on its seriousness and persistence. This can range from a verbal reprimand, short detention, loss of privileges to temporary suspension or permanent exclusion from school in cases of severe and persistent bullying, as contained in the School's Behaviour Policy.

Form Tutors will normally investigate the initial report and then make any decision about the need to refer upwards to the appropriate Deputy Head of Section/Head of Section, particularly if pupils in the wider year group or in other year groups are involved. In cases of serious and/or persistent bullying the Senior Deputy Head and Head would be involved. If necessary the Head or Senior Deputy Head may involve external agencies such as Social Services or the Police.