



Anti-Bullying Policy

Ermysted's Grammar School

The Governing Body of Ermysted's Grammar School (the 'School') ratified this policy on 5 July 2018.

Introduction

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and all pupils can be drawn in by group pressure. At Ermysted's Grammar School we do NOT accept that bullying is an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating or threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will we be able to benefit fully from the opportunities available at the School.

Ermysted's Grammar School believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. All schools, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. This School promotes good citizenship and makes it clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

The following policy provides information to both pupils and parents/guardians. Any bullying complaints will be dealt with firmly, fairly and promptly.

What is bullying?

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can occur through several types of anti-social behaviour. It can be:

Physical

An individual can be physically punched, kicked, hit, spat at, etc.

Verbal

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc. It may include homophobic, transphobic, racist or sexist language. It can take the form of laughing at or insulting an individual. It can often be disguised as 'banter'.

Actively excluding

An individual can be bullied simply by being left out, for example excluded from discussions/activities, with those they believe to be their friends.

Intentional damage to property or theft

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.

Cyber bullying

This is bullying that takes place using electronic technology including intimidating or threatening messages or images. This can quickly escalate.

What can you do if you are being bullied?

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

- Don't blame yourself
- Keep a record of incidents or keep any evidence from online bullying.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Tell someone you trust
- Stay with a group of friends or other people. There is safety in numbers.
- Walk away. Go straight to a teacher or member of staff.
- Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent/guardian first.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

If you know someone who is being bullied:

- TAKE ACTION! 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.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bully without getting you into trouble.
- Use the anonymity box or the reporting button on the school website if you prefer.
- Do not be, or pretend to be, friends with a bully.

As a parent:

- 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.
- Always take an active role in your child's education.
- If you feel your child may be a victim of bullying behaviour, inform the School immediately. Your concern will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child it is NOT their fault.
- Make sure your child is fully aware of the School policy concerning bullying, and that they are not afraid to ask for help.

As a school we:

- Organise the community in order to minimise opportunities for bullying, e.g. provide supervision at problem times.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the School Policy and its degree of success on an annual basis
- Have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Do not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, etc.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect.
- Treat bullying as a serious offence and take every possible action to eradicate it from our School.

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the victims in the following ways:

- by offering them an immediate opportunity to talk about the experience with their form teacher, or another teacher if they choose.
- informing the victim's parents/guardians.
- by offering continuing support when they feel they need it.
- arranging for them to be escorted to and from the School premises.
- applying one or more of the seven sanctions described below to prevent more bullying.

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

- by talking about what happened, to discover why they became involved.
- informing the bully's parents/guardians.
- by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- by applying one or more of the seven sanctions described below to prevent more bullying.

Sanctions:

- Those found to be involved in bullying will be warned officially to stop offending.
- Their parents/guardians will be informed.
- They may be placed in a School detention.
- They may be placed in isolation.
- If they then carry on, they will face the possibility of a fixed term exclusion.
- If they will not end such behaviour, they will face the possibility of a permanent exclusion (expulsion).

It is important to note that each case should be taken on its own merits. These are guidelines only. Due reference should be made to character and record, both of which may have a bearing upon any judgement made.