



Anti-Bullying Policy

Ermysted's Grammar School

The Governing Body of Ermysted's Grammar School (the 'School') ratified this policy on 12 September 2022.

Introduction

Bullying affects everyone, not just the victims and the perpetrator. 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, a necessary part of growing up, 'boys being boys', or 'just banter'. At Ermysted's Grammar School we take a **zero tolerance** approach to any discriminatory, prejudicial, sexist or sexualised bullying in person or online. We act promptly, decisively, and fairly, if and when such cases emerge.

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 and in modern Britain.

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. Our approach to pastoral care actively encourages outstanding behaviour and positive relationships to create an environment where individuals can flourish academically and personally.

This policy should be read alongside the Child Protection Policy and Behaviour Policy.

What is bullying?

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

A working party of pupils across all year groups created their own definition of bullying using the Anti-Bullying Alliance guidance¹:

"Bullying is the repetitive, intentional emotional or physical harming of one person or a group where there is an imbalance of power. It can happen to anyone, by anyone, anywhere – even online. If the victim's feelings are hurt, it is bullying."

There may sometimes be misunderstanding about the meaning of the term 'bullying', such as one-off incidents. Whilst they may be very serious and must always be dealt with, they may not fall within the definition of 'bullying'.

Types of bullying

Bullying can occur through different forms of abusive behaviour, in person and online including all prejudiced and discriminatory-based bullying, such as:

Physical

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

¹ [The ABA definition of bullying | Archive \(anti-bullyingalliance.org.uk\)](https://www.anti-bullyingalliance.org.uk/)

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, biphobic, transphobic, racist or sexist and sexualised 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 or 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, such as social media, including intimidating or threatening messages or images. This can quickly escalate.

Reporting and Recording

Pupils, staff and parents should report bullying to either the Form tutor, Head of School or Deputy Headteacher (Pastoral). There are multiple methods that bullying may be reported and this should be remembered as 'Talk, Type, Text':



- **Talk:** Pupils can reach out to a trusted adult in school and talk with them directly.
- **Text:** The 'Ermysted's Text Support' service is live and **pupils** can text any concern they have. The Designated Safeguarding Lead manages this service. A member of the pastoral team may respond initially through text or in person.
- **Type:** The 'report a concern' link on the website is another facility whereby parents **and** pupils can share concerns via the following link: [Report a Concern](#). **Pupils** can also email concern@ermysteds.uk to report incidents of bullying. All emails are received by the Designated Safeguarding Lead.

All reported incidents of bullying will be recorded using CPOMS (the school's secure safeguarding platform) and are reviewed on a monthly basis and is a standing item at the fortnightly Pastoral Leadership Meetings.

Our proactive approach to anti-bullying is also addressed through, but not limited to, timetabled PSHCE and RSE lessons, assemblies and form tutor sessions. Anti-bullying messages and strategies are also devised and delivered through the work of the School Council and the Student Advisors.

A working party of pupils across all year groups created a school-wide **Anti-Bullying Charter**:

- *Everybody has the right to feel safe, included, valued and accepted, regardless of our differences*
- *We should do to others as we would want to be done to ourselves*
- *I will think about the consequences of my actions before I act*
- *I accept that I share a responsibility for the wellbeing of others*
- *If a joke become no longer a joke, I will have the courage to say so*
- *If I see something, I will say something*

Responding to Bullying

When a student reports bullying, the possible paths to resolution will be explored with them before action is taken. Action will not be taken by staff without prior discussion with the victim.

If bullying is reported we interview the suspected victim, the suspected bully and any witnesses, and the seriousness of the incident assessed. If any degree of bullying is identified, the following action will be taken:

We support the victims in the following ways:

- by offering them an immediate opportunity to talk about the experience with a teacher
- informing the victim's parents/guardians
- by offering continuing support when they feel they need it

We discipline, yet attempt to support the perpetrators in the following ways:

- by talking about what happened, to discover why they became involved
- informing the parents/guardians
- by continuing to work with the perpetrators to challenge any prejudiced attitudes
- by applying a sanction stated within the Behaviour Policy to prevent repeated bullying

Sanctions:

- Those found to be involved in bullying will be warned officially to stop offending
- Their parents/guardians will be informed
- A sanction may be issued as stated within the Behaviour Policy
- If behaviour is repeated and/or persistent higher level sanctions may be issued

Help, support and counselling will be given as is appropriate to both the victims and the perpetrators.

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.

Monitoring

The School will actively monitor the extend of bullying and the impact of the Anti-Bullying Policy by the following methods; All reported incidents of bullying will be recorded using CPOMS and these records will be reviewed on a monthly basis. The use of sanctions will also be analysed using behaviour data from Class Charts. The data is reviewed as part of a standing item at the fortnightly Pastoral Leadership Meetings to proactively identify any patterns or trends in certain behaviours and impact of sanctions.

The views of pupils are obtained through the School Council and Student Advisor groups and annual whole-school pupil surveys.