

## **Anti-bullying Strategy**

### **The Grove Academy**

### **Anti-Bullying Policy Document**

<b>Policy written:</b>	April 2005
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<b>Policy compiled by:</b>	Jane Reichert
<b>Centre Staff when policy was reviewed:</b>	

As per staff list October 2013

As per staff list Dec 2015

**Agreed by EAB:**

## **Contents of Anti-Bullying Policy**

1. How this Policy was Developed
2.
  - a) Definition of Bullying
  - b) Specific Examples of Bullying
3. School Statement of Intent  
(with regard to its position on bullying)
4. Aims of the Policy
5. Objectives
6. Specific Centre Targets
7. Code of Conduct  
(with regard to school behaviour and relationships within the school community)
8. Equal Opportunities

9. Procedures/Dealing with Incidents A Whole Centre Approach
  - a) Role of pupils in reporting a bullying incident
  - b) Guidance for parents
  - c) Role of staff
  - d) Sanctions
10. Strategies to Reduce Bullying
11. Confidentiality
12. Support for Pupils who Experience Bullying
13. Monitoring Arrangements

## Appendices

- Anti-Bullying Immediate Response Chart
- School Bullying Incident Form
- Local and National Contacts
- Bibliography

## 1. How this Policy was Developed

The Grove Academy has a 'duty of care' towards its pupils with regard to bullying in that the Headteacher and staff stand in loco parentis (in place of the parents). This duty of care includes protecting pupils from harm from bullying.

This policy takes full account of the school's legal obligations under the Education Act of 1986 to:

- have a policy to prevent all forms of bullying amongst pupils
- to make a written copy of the anti-bullying statement available on request
- to set out the strategies to be followed with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

## 2. a) Definition of Bullying

Bullying can be defined in a number of ways. The Grove Academy follows DfES guidance which defines bullying as follows:

“Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another”.

(DfES September 2002)

Bullying has been described by pupils as:

- name calling
- teasing
- physical abuse eg hitting, pushing, pinching or kicking
- having personal possessions taken eg bag or mobile phone
- receiving abusive text messages or e-mails
- being forced to hand over money
- being forced to do things they don't want to do
- being ignored or left out
- being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin.

## b) Specific Examples of Bullying

**Racist bullying** – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines
- inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs
- refusing to co-operate in work or play.

Macpherson report 1999

**Sexual bullying** – this is generally characterised by:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendos and propositions
- pornographic material, graffiti with sexual content
- in it's most extreme form, sexual assault or rape.

**Sexual orientation** – this can happen even if the pupils are not lesbian, gay or bisexual. Just being different can be enough. This can be in the form of:

- use of homophobic language
- looks and comments about sexual orientation or appearance.

**SEN or disability** – These pupils are often at greater risk of bullying. This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.

The need for adult sensitivity should be taken into account in a number of instances, e.g. when grouping children, marking children's work, sharing of results and assessment arrangements as well as an awareness of appropriate language being used when addressing pupils.

**Text bullying** – this is on the increase and can involve pupils receiving threatening or disturbing messages from possibly anonymous callers. It is the Centre's policy that **all** pupils' mobile phones are switched off and handed in to their key tutor at the start of the day. The phones are then returned to pupils upon their dismissal from the Centre.

### 3. The Grove Academy Statement of Intent (with regard to its position on bullying)

The Grove Academy believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of The Grove Academy community will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

### 4. Aims of the Policy

- To assist in creating an ethos in which attending The Grove Academy is a positive experience for all members of The Grove Academy community.
- To make it clear that all forms of bullying are unacceptable.
- To enable everyone to feel safe while with The Grove Academy and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.

- To liaise with parents and other appropriate members of The Grove Academy community.
- To ensure all members of The Grove Academy community feel responsible for combating bullying.

## 5. Objectives

- To ensure all parents and pupils have received and had opportunity to comment upon The Grove Academy anti-bullying policy.
- To maintain and develop effective listening systems for pupils and staff within The Grove Academy.
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff with the skills necessary to deal with bullying.
- To involve the wider The Grove Academy community (eg office staff, nurse, Connexions worker) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider The Grove Academy community effectively on the subject of bullying.
- To acknowledge the key role of the pupils' Key Teacher in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations.

## 6. Specific The Grove Academy Targets

Our school targets for 2009 - 2011 are as follows:

- To ensure all members of the management committee (now EAB), parents, pupils, teaching and non-teaching staff have seen and had the opportunity to discuss the policy.
- To ensure all staff are familiar with reporting incidents procedures.
- To ensure all incidents of bullying are recorded.

## 7. Code of Conduct (with regard to The Grove Academy behaviour and relationships within The Grove Academy community)

We recognise that all adults in The Grove Academy are in effect role models for the pupils. The way in which we behave towards each other and to pupils is particularly important in terms of providing positive role models. Therefore, as adults we must:

- show respect for every pupil and other colleagues within the Unit community as individuals
- be aware of vulnerable students
- criticise the behaviour rather than the pupil
- avoid favouritism
- be seen to be fair



- avoid labelling
- have high expectations of pupils
- never give pupils ammunition to use against each other
- actively seek to develop a praise culture within the centre.

Young people also have a responsibility to role model appropriate behaviour for their peers. We therefore believe that all pupils must:

- show respect for their fellow pupils and adults working within The Grove Academy community
- support and be sensitive to others when they may be feeling vulnerable
- actively seek to develop a praise culture within The Grove Academy actively support The Grove Academy anti-bullying policy
- take responsibility for their own behaviour

## **8. Equal Opportunities**

Every member of The Grove Academy community is entitled to expect equality of protection from bullying as well as protection and support from The Grove Academy policies and procedures designed to ensure that The Grove Academy remains a safe environment in which to teach and learn.

## **9. Procedures and Dealing with Incidents – A Whole Grove Academy Approach**

### **a) Role of pupils in recording a bullying incident**

Follow The Grove Academy guide to reporting and dealing with bullying incidents. (See Appendix 1 for Anti-Bullying Immediate Response Chart)

### **b) Guidance for parents**

#### **If your child has been bullied:**

- Calmly talk with your child about his/ her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/ she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see your child's teacher.
- Explain to the teacher the problems your child is experiencing.

#### **When talking with teachers about bullying:**

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.

- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with The Grove Academy and let them know if things improve as well as if problems continue.

**If you are not satisfied:**

- Check with The Grove Academy anti-bullying policy to see if agreed procedures are being followed.
- Make an appointment to discuss the matter with the Principal and keep a record of the meeting.
- If this does not help write to the Chair of the Management Committee explaining your concerns and what you would like to see happening.
- Contact the Director of Education for your authority in order to ensure the Management Group respond to your concerns.

**If your child is bullying others:**

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going with the .
- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people.

**If your child is experiencing any form of electronic bullying:**

- Ensure your child is careful whom they give their mobile phone number and e-mail address to The Grove Academy.
- Check exactly when a threatening message was sent.
- Where necessary report incidents to the police.

**c) Role of staff**

Follow The Grove Academy's guide to reporting and dealing with bullying incidents.  
(See Appendix 1 for Anti-Bullying Immediate Response Chart)

**d) Sanctions**

- Official warnings to cease offending.
- Inform parent/carer.
- After-school detention.
- Urgent review with parent/carer.
- Isolation (short time) from social activities.
- Mediation with offended party.
- Individual, tailored package of education.



- Police involvement.
- Information sharing with involved multi-agencies (eg YJS, Prevention, CAMHS)

## 10. Strategies to Reduce Bullying

The Grove Academy adopts a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies, including:

- The Grove Academy ethos and culture which values good relationships and promotes respect for individuals.
- Co-operative classrooms which value collaboration and good relationships.
- Co-operative group work.
- Whole Centre assemblies.
- P.S.H.C.E. and Citizenship education.
- Social Skills programme.
- Curriculum provision for opportunities to discuss bullying and equip children with the skills to deal with it.
- Encouragement to pupils to be active citizens of The Grove Academy's community.
- Team building activities (e.g. through Outdoor Ed.).
- Whole The Grove Academy training.

## 11. Confidentiality

Staff in The Grove Academy cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Child protection procedures must be followed when any disclosures are made.

It is very rare for a pupil to request absolute confidentiality. If they do, in situations other than those involving child protection issues, staff must make a careful judgement whether or not a third party needs to be informed. This judgement will be based upon:

- The seriousness of the situation and the degree of harm that the pupil may be experiencing.
- The pupil's age, maturity and competence to make their own decisions.

Where it is clear that a pupil would benefit from the involvement of a third party, staff should seek consent of the pupil to do so. If appropriate, staff might inform the third party together with the pupil. Unless clearly inappropriate, pupils will always be encouraged to talk to their parent/ guardian.

**An underlying principle in supporting pupils in our The Grove Academy is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously.**

Although The Grove Academy cannot guarantee confidentiality pupils will be informed of national and local helplines, if appropriate, where confidentiality can be maintained.

## 12. Support for Pupils who Experience Bullying

If you are being bullied

- Tell an adult or somebody you trust what has happened straight away.
- Get away from the situation as quickly as possible.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied

- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened

When you are talking to an adult about bullying

Be clear about

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

If you experience bullying by mobile phone text messages or e-mail

- Tell a friend, parent or teacher.
- Be careful who you give your mobile phone number or e-mail address to.
- Make a note of exactly when a threatening message was sent.

For contacts and details of where to seek help outside school see appendix.

## 13. Monitoring Arrangements

This policy will be evaluated and updated where necessary and biennially by the whole The Grove Academy. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.

## Appendices

Anti-Bullying Immediate Response Chart

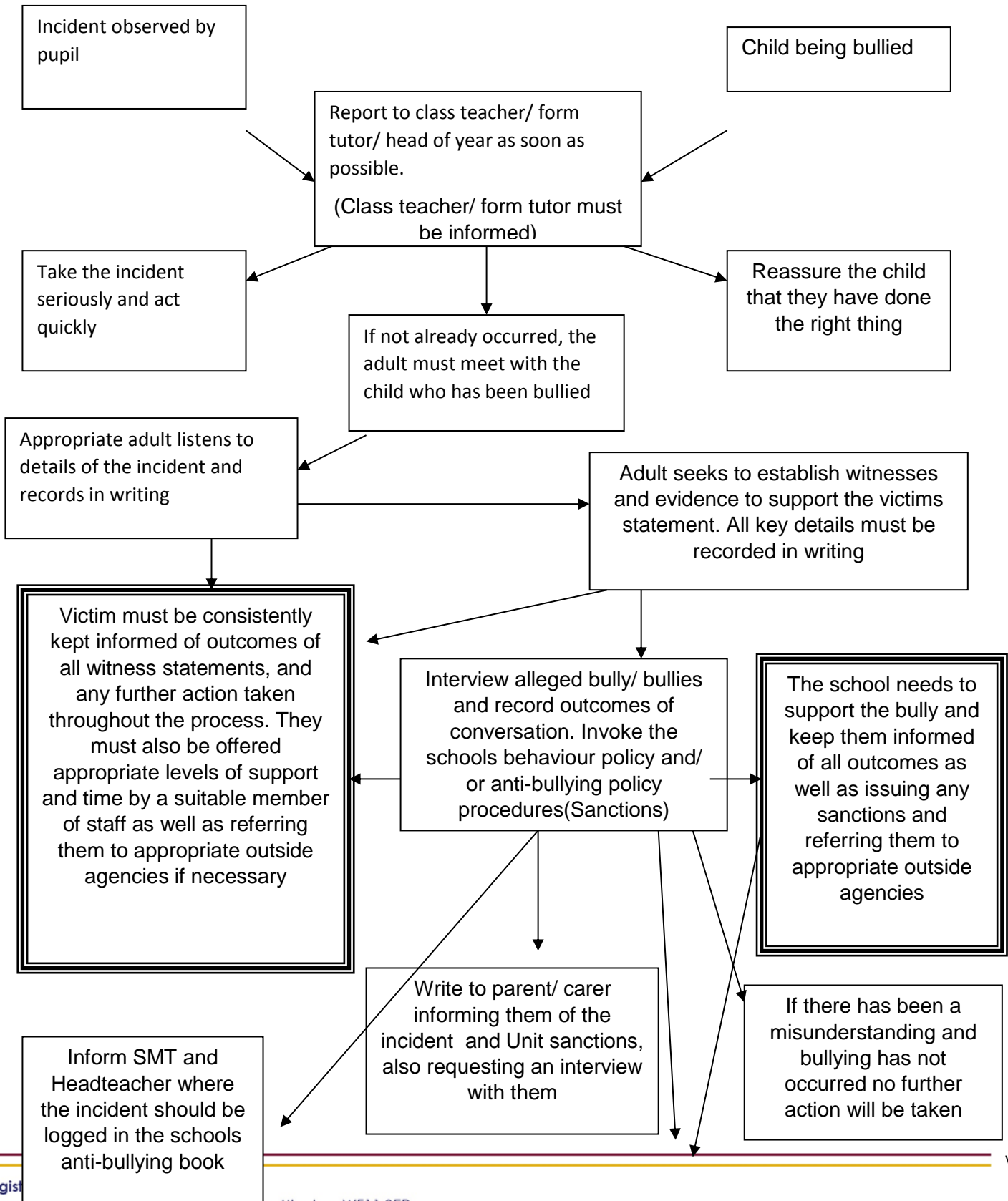
School Bullying Incident Form

Local and national contacts

Bibliography



## Anti-Bullying Immediate Response Chart



Key Teacher/KS co-ordinator/Headteacher speak to year group where appropriate to discuss inappropriate behaviour if it has been reported in a number of different cases

Where bullying has implications with regard to the law inform the police or seek advice from relevant agencies

## The Grove Academy Bullying Incident Form

This report will be held in strict confidence and will not be made available to any outside persons or agencies.

Report from \_\_\_\_\_

Date of incident \_\_\_\_\_ Time of incident \_\_\_\_\_

Indicate type of incident – please tick

Name calling	<input type="checkbox"/>	Teasing	<input type="checkbox"/>	Physical abuse	<input type="checkbox"/>
Having personal possessions taken	<input type="checkbox"/>	Receiving abusive text messages or e-mails	<input type="checkbox"/>	Being forced to hand over money	<input type="checkbox"/>
Being forced into something against their will	<input type="checkbox"/>	Being ignored or left out	<input type="checkbox"/>	Other (please specify)	<input type="checkbox"/>

If you feel the bullying incident was in any way motivated by any of the following please indicate with a tick.

- |            |                          |                     |                          |
|------------|--------------------------|---------------------|--------------------------|
| Appearance | <input type="checkbox"/> | Disability          | <input type="checkbox"/> |
| Gender     | <input type="checkbox"/> | Race/ ethnic origin | <input type="checkbox"/> |
| Religion   | <input type="checkbox"/> | Sexuality           | <input type="checkbox"/> |

Brief description of incident

Action taken

Please tick if the incident led to perpetrator being excluded

Have you had contact with the victim's parent/ guardian?      yes/no

Have you had contact with the perpetrator's parent/ guardian?      yes/no

Have you reported this incident to any other agencies?      yes/no

If 'yes' which agencies? \_\_\_\_\_

Signed \_\_\_\_\_ Designation \_\_\_\_\_

**Return to: The Headteacher**

## Local and National Contacts

### Local Contacts

Staff training and inset – PSHE & Citizenship Team

### National Contacts

#### Telephone Numbers

##### Childline

Telephone number 0800 1111

(Open 24 hours a day)

For children who are deaf or hard of hearing textphone service 0800 400222

##### NSPCC

Telephone number 0808 800 5000

A registered charity dedicated to stopping cruelty to children

##### Kidscape

Telephone number 020 7730 3300

(Bullying councillor available Monday - Friday 10.00am-4.00pm)

##### Anti Bullying Campaign



Telephone number 0207 378 1446

(Advice line for parents and children 9.30am-5.00pm)

### **Advisory Centre for Education**

Telephone number 0207 354 8321

(Advice line for parents on all school matters open Monday – Friday 2.00pm-5.00pm)

### **Ofsted**

Telephone number 07002 637833

e-mail: [freepublications@ofsted.gov.uk](mailto:freepublications@ofsted.gov.uk)

### **Parentline Plus**

Telephone number 0808 800 2222

(National helpline for parents Monday - Friday 9.00am-9.00pm, Saturday 9.30am-5.00pm, Sunday 10.00am-3.00pm)

### **Useful websites regarding bullying in schools**

BBC Bullying Survival Guide [www.bbc.co.uk/education/bully/index.htm](http://www.bbc.co.uk/education/bully/index.htm)

Provides information, guidelines for dealing with all aspects of bullying, a help and resources list and accounts of celebrities who were bullied when they were at school

Childline [www.childline.org.uk](http://www.childline.org.uk)

Gives details on the CHIPS initiative and other information regarding bullying

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Gives advice and support for victims, schools and parents

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

A registered charity, which contains advice for both parents and pupils

NSPCC [www.nspcc.org.uk](http://www.nspcc.org.uk)

A registered charity dedicated to stopping cruelty to children

Bullyweb [www.uclan.ac.uk/facs/science/psychol/bully/bully.htm](http://www.uclan.ac.uk/facs/science/psychol/bully/bully.htm)

A research site with links to other sites on bullying

Peer Support Networker [www.peersupport.co.uk](http://www.peersupport.co.uk)

Newsletter linked to Peer Support Forum

## **Bibliography**

DFES Guidance – Bullying Don't Suffer In Silence – Updated September 2002

Childline – Bullying Information for Teachers and Professionals

Ofsted – Bullying: Effective Action in Secondary Schools – 2003

Kidscape – information taken from website

