



Greengate Lane Academy

ANTI-BULLYING POLICY

September 2023

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all so that they can learn/work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, staff and pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to let someone know so that the bullying will stop.

We are a RESTORATIVE school and all bullying incidents are dealt with in a sensitive, supportive and restorative manner.

What Is Bullying?

Bullying is “Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally”. Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. At Greengate Lane Academy, we define bullying as physical or verbally aggressive behaviour that occurs ‘several times on purpose’. We use this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone’s things
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual - unwanted physical contact or sexually abusive or sexist comments
- Homophobic - because of/or focussing on the issue of sexuality
- Online/cyber - setting up ‘hate websites’, sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children’s

development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the principal is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Greengate Lane Academy, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises

Reasons why people bully

A person may display 'bullying' behaviour if they:

- Feel that they don't fit in
- Need to be seen as tough
- Think that it is okay to hurt others
- See similar behaviour out of school, (older siblings, adults inside and outside the home, TV/DVDs, computer games, etc.)
- Are jealous of others
- Have low self-esteem
- Are being bullied themselves
- Lack empathy

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Bullies need support to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and associate staff, pupils and parents should have an understanding of what bullying is.

- All governors, teaching and associate staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils, parents and staff should be assured that they will be supported when bullying is reported and that school takes bullying seriously
- To make it clear to all stakeholders that BULLYING WILL NOT BE TOLERATED.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults must be aware of these possible signs and investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- lacks eye contact
- becomes short tempered
- has a change in attitude to people at home.
- gives improbable excuses for any of the above

It is recognised that bullying can occur between adults and staff should be vigilant for similar signs and behaviours.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

Parents should:

- Report their concerns to the class teacher as soon as they become aware of a possible bullying issue.
- Allow a reasonable time for the issue to be resolved whilst keeping in contact with staff.
- Report any escalations immediately
- Contact a member of Senior Leadership if they have any further concerns.

Parents should not:

- Attempt to sort the problem out by speaking to the child whom you think may be the bully or by speaking to their parents.
- Encourage their child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

School staff must:

- Investigate all reported incidents involving children thoroughly.
- Speak to parents sensitively about the incident or about their general concerns.
- Record investigations and notify Mrs Robinson and/or Mr Warrener of all child bullying issues.
- Inform parents promptly of investigations and outcomes.
- Consult police if appropriate.
- Deal with bullying victims and perpetrators in a Restorative way.

Principal and Senior Leadership Team must:

- Keep up to date with all pupil bullying investigations and intervene in serious cases
- Inform parents promptly of investigations and outcomes.
- Consult police if appropriate.
- Investigate any adult bullying allegations thoroughly
- Deal with bullying victims and perpetrators in a Restorative way.

Outcomes

- All reported incidences of bullying will be investigated by the class teacher or member of Senior Leadership team.
- The children involved may take part in restorative conferencing to resolve issues and effect reconciliation if possible.
- Parents will be informed about their child's behaviour.
- Outside agencies may be requested to support the school or family in dealing with bullying e.g. police etc.
- In serious cases, suspension, exclusion or in the case of adults, disciplinary and possible dismissal, will be considered.

- Following resolution monitoring will ensure recurrences do not take place.
- Incidents are recorded on CPOMS.

Prevention

At Greengate Lane Academy, we use a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour including:

- Co-operative group work
- Circle Time
- Friendship Groups
- Peer buddy system
- PSHE (Jigsaw)/Online Safety curriculum.
- Assemblies
- Self-esteem support
- Restorative approaches
- Anti-bullying days
- Online safety days
- Learning Mentor support
- Liaison with parents
- Training for members of staff on strategies such as Healthy Minds and Positive behaviour management

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow:

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your Circle Time

Adults should follow a similar procedure, seek out a member of the Senior Leadership Team or contact the Chair of TMB.

Below are some useful websites:

<https://www.anti-bullyingalliance.org.uk/>

<http://www.childnet.com/>

<http://standuptobullying.co.uk/>

<https://www.kidscape.org.uk/>

<https://www.saferinternet.org.uk/>

<https://www.childline.org.uk/>