

North Halifax Grammar School

Anti-Bullying Policy



Approved by:	Full Governance Board (Standards Committee)
Date approved:	13 th June 2018
Next review:	Summer Term 2021
Policy owner:	Vice Principal – Behaviour, Safeguarding & Inclusion

Aims

1. To promote an anti-bullying ethos throughout the entire school community
2. To ensure that all staff, students and parents know what to do in the event of bullying taking place
3. To ensure that instances of bullying are dealt with properly and that bullying and the impact of bullying are minimised in the NHGS school community

School Ethos

NHGS does not tolerate bullying. All members of the school community, whether staff, students or others, have a responsibility to act if they witness bullying or suspect that it is taking place.

Any bullying involving staff is covered in the 'Code of Conduct' section of the Employee Handbook.

Definition of Bullying

For the purposes of this policy, the following definition of bullying will be used:

When a person's or group of people's behaviour, over a period of time, leaves someone or a group of people, feeling one or more of the following:

- **Physically and/or mentally hurt or worried**
- **Unsafe and/or frightened**
- **Unable to do well and achieve**
- **'Badly different', alone, unimportant and/or unvalued**
- **Unable to see a positive, happy and exciting future**

it *could be* bullying. When a person, or group of people, has been made aware of the effects of their behaviour on another person or persons, and they continue to behave in the same or a similar manner, this *is* bullying.

Bullying behaviours may include:

Physical bullying e.g. hitting, kicking, pushing, intimidation, interfering with property, etc.
Verbal/psychological bullying e.g. threats, taunts, social isolation, name-calling, spreading rumours, etc.
Cyber-bullying e.g. use of digital communication such as email, texting, instant messaging, social media, websites, blogs, etc. to post insulting/offensive comments or pictures etc.

Aggravated Bullying

The school may consider that any bullying incident is aggravated if it is, or appears to be, motivated by prejudice or intolerance such as: racism, religious intolerance, sexism, homophobia, intolerance of difference, SEND, etc.

Scope

The school will investigate/intervene in any instance of bullying involving our own students whether or not incidents have occurred on school premises or in school time.

Criminal Behaviour

Many bullying behaviours are illegal. It is the right of any individual who feels they are the victim of a crime to report that crime to the police. The school will comply with all rules and legislation currently in place in assisting the police in any enquiries they might make in such regard.

Reporting Bullying

Bullying can be reported verbally to members of staff, in person or over the phone. It can be reported in written form via letter or email. There is also a facility to make reports via the school website using the “report-it” button. Bullying is normally investigated in the first instance by the relevant Year Group Leader (YGL) but reports can be made to any member of staff that students or parents feel comfortable to approach.

What happens when bullying is reported or observed?

All instances of bullying or suspected bullying that are reported will be investigated thoroughly. The YGL or other appropriate member of staff having substantiated the report will take written statements from all those involved – either as parties to the actions being investigated or as witnesses to them. If there is not time to take statements immediately then the names of all students involved will be recorded so that follow-up interviews/statements can take place later.

Staff will not deal with bullying on their own but will take a team approach. Information must be shared with relevant others (most typically Pastoral Team members such as Student Progress Tutors (SPTs) / Year Group Leaders (YGLs) /Upper and Lower School Leaders/Members of the Leadership Group, etc.) so that patterns of behaviour can be identified and dealt with.

The disciplinary consequences of individual instances of bullying between students will generally be dealt with by reference to the school’s Behaviour for Learning Policy. Students whose behaviour has been found to conform to the above definition of bullying will face consequences ranging from detention up to and including permanent exclusion, depending on the severity and persistence of their offending behaviours.

Awareness of Sensitivities

Staff dealing with bullying need to be aware of how emotive an issue it can be – for the victim, the bully and their parents/carers. It is important to treat everyone involved sensitively and avoid labelling and blaming individuals, especially as it is common for bullies to be the victims of bullying themselves. It is therefore of paramount importance that interventions and discussions are focused on behaviours rather than personalities.

Persistent Cases

Where students fall into a pattern of bullying behaviours or victimhood, a number of different approaches might be taken. These might include some or all of the following (non-exhaustive) list of strategies:

- Monitoring by SPT/YGL
- Mentoring (by staff or peers or older students)
- Counselling
- Report
- Behaviour Contract
- Social separation
- Victim /offender mediation
- Group discussion
- Assertiveness training

Staff dealing with these persistent cases will use their best professional judgement, in consultation with colleagues, as to which approach(es) to take according to the circumstances of each case.

Promoting the anti-bullying ethos around school

Anti-bullying posters and messages will be prominently displayed around school. These posters will put across the message that bullying is not tolerated and will make it clear how students can get help if they want it.

All students will learn about bullying, its impact and how to counter it through the PSCHEE curriculum and an anti-bullying statement will be included in planners (from 2013/14).

Senior staff will raise awareness through assemblies, as appropriate.

Bullying will be a regular item on school council meeting agendas.

Monitoring

The Vice Principals for Behaviour, Safeguarding and Inclusion will ensure that all cases of bullying are recorded and categorised appropriately. Termly reports will be made to the Full Governance Board. The school will also participate in surveys such as the Electronic Health Needs Assessment (EHNA), the results of which will be reported to Governors.