



GREATFIELDS SCHOOL

Anti-Bullying Policy

Approved by SLT:

Date: Pending

Approved by Local Governing Board:

Date: Pending

Next Review Date:

Pending



Partnership Learning



GREATFIELDS SCHOOL

Anti-Bullying Policy

This policy forms a part of the schools Behaviour Policy. The aim of this policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at school.

- All members of the Greatfields community have the right to work in a safe and secure environment.
- We want everyone to feel safe and be happy in school and have the right to support when feeling insecure. We want Greatfields to be a school where bullying is viewed as unacceptable, treated seriously and dealt with effectively.
- Bullying is anti-social behaviour and affects everyone. Greatfields School will not accept bullying of any kind.

Bullying is defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and can sometimes be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a student is adopted or has caring responsibilities. It might be motivated by actual differences between students, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously the school's first priority but emotional bullying can be more damaging than physical; we have to make our own judgements about each specific case.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, unexplained weight loss or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. In all instances Greatfields encourages students to discuss their concerns with other members of the school community. The whole school community, therefore, must be alert to the signs of bullying and act promptly with issues as they arise.

Bullying can be:

- Physical - Pushing and shoving, tripping up, kicking, spitting.
- Emotional - Humiliating someone, name calling, using insulting names or comments.
- Driven by a prejudice - This might be homophobia, racism, or victimising those who have special needs or disabilities. It may be picking on a student because they are cared for away from home or it may be picking on a student who cares for a sick relative.
- Indirect - Spreading rumours whether true or not.
- Cyber bullying - Any form of bullying using a mobile phone or the internet, group chats, social networking sites, instant messaging or email.





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It may also be bullying when:

- The same person or group always leaves someone out or shuns them.
- Someone makes threats of violence against someone else.
- Someone damages someone else's kit or clothing deliberately.
- Someone takes someone else's belongings deliberately.
- Someone tries to force someone else to do something they do not want to do.
- Someone tries to force another to do something sexual they do not want to do.

Although all of these actions are serious and adults should always intervene, they may not always be regarded as bullying unless they are part of an on-going pattern of behaviour against the victim.

Prevention

Greatfields School aims to prevent bullying by:

- Encouraging students to talk to someone about bullying
- Involving students in discussions about bullying through the curriculum
- Educating students about bullying and how to help
- Giving students strategies to avoid bullying
- Providing supervision
- Early intervention by staff
- Promoting positive social behaviour

Each case of bullying will be treated individually and depending on circumstances the following strategies may be used:

Staff:

- If bullying is suspected or reported, the incident will be dealt with at the earliest opportunity by staff
- A staff and student statement will be completed and given to the Head of Year and Assistant Headteacher responsible for behaviour who will agree on an appropriate outcome
- A member of the Pastoral Team will contact the parent/carer to inform them of the incident
- Strategies to stop behaviour will be used as appropriate with all parties involved
- Involvement of outside agencies may be taken
- Regular monitoring by subject teachers, Pastoral Team and Assistant Headteacher responsible for behaviour will occur after the incident as occurred to ensure this behaviour does not continue





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Students:

Students who have been bullied will be supported by Greatfields by:

- Offering an immediate opportunity to discuss the experience with a member of the Pastoral Team
- Counselling within school from the Learning Mentor and outside agencies
- An offer of continuous support and reassurance to the student
- Opportunities to discuss their concerns with parties involved
- Safe areas to be given to students who feel vulnerable at particular times of the school day

Students who have bullied will be supported by Greatfields by:

- Discussing what and why the incident happened
- Opportunities to discuss their concerns with Pastoral Team
- Opportunities to discuss their concerns with the learning mentor or outside agencies
- Learning from their wrong doing and need to change
- Informing parents/carers of the incident and help to change

The following sanctions may also be taken:

- Altered finish time
- Detention
- Fixed Term Exclusion

Adults:

- Adults at the school also have a right to work free from bullying and the philosophy of this policy applies to all members of the school community
- Any adult who feels they are being bullied should be encouraged to discuss this with Designated Safeguarding Lead or the Headteacher.
- If a member of staff feels they are being bullied by the headteacher they should be encouraged to raise this with the Chair of Governors, Alan Lazell, (alanlazell@greatfieldsschool.com)

