



# Lord Grey Academy

## ANTI-BULLYING POLICY

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### **Mission Statement**

'Lord Grey Academy is a future-driven, aspirational and inclusive academy offering all learners outstanding social and academic opportunities. Our international, national and local community links promote the development of fulfilled and successful young people. We aim to maximise learner potential to the highest academic levels and to encourage a love of learning that will last a lifetime. We are a high achieving academy with an ambition to become an outstanding first choice local academy'.

**Motto: Aspire, Learn, Achieve**

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<b>COMMITTEE:</b>	<b>Community Committee</b>
<b>REVIEW DATE:</b>	<b>Summer 2018</b>
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## 1. Statement of Intent

Lord Grey Academy is committed to ensuring that all students are able to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Lord Grey Academy. If bullying does occur, all students should know whom to tell and know that incidents will be dealt with promptly and effectively.

## 2. What is Bullying?

Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Students who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

- **An Imbalance of Power:** children who bully use their power — such as physical strength, access to embarrassing information, or popularity — to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- **Repetition:** Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, spreading rumours)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Online** all areas of internet usage are vulnerable, such as email and internet chat room misuse; mobile threats by text messaging and unpleasant calls; misuse of associated technology, i.e. camera and video facilities.

However, it must be remembered that not everything is bullying, for example friends may fall in or out of friendship on a temporary basis or a permanent basis and this may not necessarily lead to bullying. Teenage girlfriend/boyfriend relationships may break up and it might lead to hurt and distress, but it may not fall into the category of bullying. One off or short terms outbursts of temper may be immature behaviour, but may not be bullying. Staff and parents need to stay alert to what is genuine bullying and what are the 'growing pains' of youngsters finding their place in the school community.

### **3. Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

We, at Lord Grey Academy, have a responsibility to respond promptly and effectively to issues of bullying.

### **4. Aims of the Policy**

- to assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- to make it clear that all forms of bullying are unacceptable at Lord Grey Academy.
- to enable everyone to feel safe whilst at school and encourage students to report incidences of bullying.
- to deal effectively with bullying.
- to support and protect targets of bullying and to ensure they are listened to.
- to help and support bullies to change their attitudes as well as their behaviour and to understand why it needs to change.
- to liaise with parents and other appropriate members of the school community.
- to ensure all members of the school community feel responsible for combating bullying.

### **5. Signs and Symptoms**

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- is frightened of walking to or from school.
- does not want to go on the school or public bus.
- 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 hungry or starving (money / lunch has been stolen).
- becomes aggressive, disruptive or unreasonable.
- is bullying other children or siblings.

- stops eating.
- is frightened to say what is wrong.
- gives improbable excuses for any of the above.
- is afraid to use the internet or mobile phone.
- is nervous and jumpy when a cyber message is received.

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

## 6. Prevention

*Prevention* is clearly the strategy of choice. Bullying is often secret, and therefore it is difficult to deal with it after it occurs. We, at Lord Grey Academy, aim to address prevention vigorously by a variety of techniques:

- At whole school level – through assemblies, when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. This issue will be raised regularly when the whole school will be informed of the progress of the anti-bullying policy and procedures, and any changes which may be introduced. This time will also be used to challenge the notion that there can be innocent, neutral bystanders with regards to the issue of bullying.
- At classroom level e.g. during Tutor Time projects and within PSHE (Triple C – Character, Citizenship and Communication). Here the focus will be on developing strong anti-bullying messages and challenging the idea that bullying is acceptable as part of growing up.
- Lord Grey Academy recognises that there are particular times when students may be more vulnerable to bullying – for example, at lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.
- There are locations around the school where incidents of bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised or students will be forbidden access to these areas.
- Parents who believe their children are the victims of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- The school supports the national anti-bullying week in November, to help raise awareness of the issue and the support available.

## 7. Parental Involvement

Lord Grey Academy is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents or carers are able to work together when bullying occurs.

We recognise the important influence which parents or carers have on their children and would wish to enlist their support when their child is involved in bullying – either as victim or a perpetrator.

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) the school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents will be informed.

## **8. Implementation**

All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall within the school's definition of bullying and ensure that the victim receives the support required; the bully is informed of the unacceptability of their behaviour and a record is made of the incident.

All children need to be aware that all staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported. The Behaviour for Learning Policy will be used and the school's behaviour system of C1 to C5 will be used as the basis for sanctions.

## **9. Incident Management**

The school will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

## **10. Post Incident Responses for the Target or Victim of Bullying**

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

The school will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety.
- positive reinforcement that reporting the incident was the correct thing to do.
- reassurance that the victim is not responsible for the behaviour of the bully.
- strategies to prevent further incidents.
- sympathy and empathy.
- counselling.
- befriending.
- assertiveness training.
- extra supervision or monitoring.
- creation of a support group.
- peer mediation or peer mentoring.

- informing or involving parents.
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability).
- arrangements to review progress.

## 11. For the Bully

Lord Grey Academy takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way.

We will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress.
- engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable.
- loss of lunch or break time privileges.
- detention.
- put on report card or individual behaviour plan or Personal Support Plan.
- removal from class or group.
- withholding participation in sports or out of school activity (if not essential part of curriculum).
- parents informed.
- counselling or instruction in alternative ways of behaving.
- adult mediation between the perpetrator and the victim (provided this is safe for the victim).
- fixed periods of exclusion.
- permanent exclusion (in extreme cases which may involve violence).
- rewards or positive reinforcement for children in order to promote change and bring unacceptable behaviour under control.
- external training by appropriate bodies.
- Signposting to appropriate support materials and support agencies, both internally and externally.

## 12. Monitoring Arrangements

This policy will be evaluated annually and updated where necessary. The views of students and staff will be used to make changes and improvements to the policy on an on going basis.

## 13. Changes Log

Section Changed	Paragraph	Changed by	When change made
Page 3	1 Bullying definition	Nigel Handyside	21/10/14
Page 4	6 minor changes	Nigel Handyside	21/10/14

Throughout	Grammar errors removed	Tracey Jones	27/1/15
Page 3	Para on what bullying is not	Tracey Jones	2/8/15
Page 3	Minor changes	Nigel Handyside	28/04/17
Page 5	Minor changes	Nigel Handyside	28/04/17
Grammatical change		Jane Kenyon	23.05.17
LG School to LG Academy	Throughout	Jane Kenyon	11.04.18
PSHE changed to Triple C		Tracey Jones	28.05.18