



Greys Education Centre

An Alternative Provision Academy

BILTT Greys Education Centre

Anti-Bullying Policy

Reviewed: July 2020
Next review: July 2022

Statement of intent

By law the head teacher of the school must have a policy to combat bullying and must comply with the Race Relation's Amendment Act 2000 and The Human Rights act 1998.

Anti-Bullying Policy

We believe that everyone has the right to feel safe at all times.

- All forms of bullying are unacceptable and will not be tolerated
- We will treat all incidents of bullying seriously and always endeavour to resolve them and prevent them recurring

What is bullying?

It is deliberate and repetitive behaviour which is intended to upset another person.

Bullying includes:

- Physical abuse: e.g. hitting, kicking, pushing, taking belongings, demanding money, damaging property.
- Verbal abuse: e.g. name calling, teasing, threats, spreading nasty rumours, racist remarks, sexist comments
- Non-verbal abuse: e.g. ignoring or not talking to someone, glaring, whispering
- Turning your friends against you
- Cyber bullying: e.g. making silent or abusive phone calls or sending offensive phone texts or e-mails
- Posting threatening or insulting messages on the internet
- Homophobic bullying

If someone plays a part in making someone feel ashamed, unhappy or unsafe they are involved in bullying.

Expectations

We expect high standards of behaviour to be maintained so that all students and staff can work to their full potential. The standards we have established are based on respect for individual rights and we expect everyone to show courtesy and consideration to others at all times.

Incidents of bullying will be acted upon in the following ways;

- All adults at Greys will work with pupil's/staff involved in a restorative way.
- Parents will be informed and included in the process of solving the issue.
- Third party agencies will be involved where appropriate.
- All incidents will be recorded in the bullying/homophobia/sexism/racism/disability incident books, located in the main offices.

Prevention

Peer group disapproval is one of the strongest disincentives for any anti-social behaviour.

Issues of bullying will be dealt with through the PSHE programme, in Drama and English lessons, in Tutor Group time and Reviews within each part of the provision. One of the aims of the PSHE programme is to help engender understanding and care and to encourage all pupils/students to reject any kind of bullying behaviour whether directed at themselves or at others. The PSHE programme also attempts to increase pupils' assertiveness skills in order to decrease incidents of bullying.

Staff trained in restorative justice principles will use these in an attempt to resolve conflict.

Staff are all aware that vigilant supervision at breaks and lunchtime is expected.

Pupils

If you feel you are being bullied:

DON'T SUFFER IN SILENCE

1. Tell a teacher or member of staff (If you don't want to tell a teacher or an adult on your own, ask a friend to go with you)
2. Get away from the situation as quickly as possible
3. Tell your family
4. Don't blame yourself for what has happened.

When you're telling an adult about a bullying incident, be clear about:

- What has happened and 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 feel unable to talk about the incident, write it down and give it to an adult.

ALL BULLYING INCIDENTS SHOULD BE REPORTED.

YOU WILL BE LISTENED TO AND TAKEN SERIOUSLY.

How to avoid being bullied

There are some things that you can do to help ensure that you are not bullied. These include the following:

- Try to avoid being alone with the person who frightens you
- Try to make sure your property is always put in a safe place
- Try not to 'rise to the bait'
- Try not to retaliate aggressively

If anyone sees another person being bullied they should report it immediately.

Posters highlighting what bullying is, how to avoid bullying and what to do if you/someone you know is being bullied are displayed in all classrooms, common areas and toilets.

Advice to Parents

Watch out for signs that your child is being bullied, or is bullying others. Parents are often the first to detect that a problem exists.

Symptoms of Bullying

The following are typical signs of behavioural patterns which may indicate that someone is being bullied (NB. they may also indicate other kinds of distress, or even abuse). These include:

- Being unwilling to go to school and making continual excuses to avoid going.
- Becoming withdrawn or distressed
- Having nightmares or crying themselves to sleep
- Possessions that go missing
- Refusing to talk about what is wrong
- Asking for money

Encourage your child to discuss events at school every day, e.g. friendships, break and lunchtime activities, travelling to and from school etc. In this way you will pick up any early warning signs of unhappiness.

Do not encourage your child to retaliate, as this will make matters worse. Encourage them to resolve difficult situations without using violence or aggression.

If you feel something is wrong, ask your child to write down what is happening and immediately contact a member of staff at Greys that your child feels comfortable with.

It is vitally important that you contact Greys as soon as you have any concerns.

Is your child bullying others?

Children sometimes bully because:

- They don't recognise what they are doing is bullying
- They are copying the behaviour of others they admire
- Their friends encourage them to bully
- They are going through a difficult time and are acting out their aggressive feelings.

You can prevent bullying behaviour by:

- Discouraging the use of aggression
- Encouraging kindness, consideration and respect for others
- Regularly showing an interest in your child's school life
- If you feel that your child is bullying others, please contact any member of staff at Greys for advice. We are here to help.

GUIDELINES FOR ALL STAFF

Anyone of any age can be bullied. There are certain risk factors which will make the experience of bullying more likely. These include:

- Lacking friends
- Being shy, nervous or anxious

- Coming from an over-protective environment
- Being new to the Provision
- Being different in any way
- Demonstrating 'entertaining' reactions when bullied

Some people are vulnerable all of the time, others temporarily due to a particular circumstance. Guidance and strategies to become more assertive may be helpful.

What should staff do?

Be aware that vigilant supervision at breaks and lunchtimes is essential.

If staff observe an incident that they feel is bullying, or if an incident is reported:

- Do not ignore it
- Take it seriously
- Listen to those involved in the incident separately
- Make sure you find out clearly what has happened, who is involved, the pattern and timescale of the alleged bullying and the feelings of those involved
- Keep a record of the incident in the bullying/homophobia/sexism/racism/disability incident books, located in the main offices.
- Enter it onto the Computerised Behaviour Log
- Discuss ways forward with those involved.

Be aware of confidentiality issues.

Once the member of staff who has had the conversation with the student has followed the above procedure, they must inform the appropriate Assistant Head immediately.

The Assistant Head will then;

- Investigate the incident.
- Inform a member of SLT of the incident if necessary.
- Inform parents of the incident and what has been done about it.
- Inform other agencies if appropriate.

Staff Bullying:

In the event of bullying between members of staff, the School Grievance Policy should be followed.

Reviewed by JW July 2020