

ANTI BULLYING POLICY

<i>Date Written :</i>	<i>September 2021</i>
<i>Date approved by Governors :</i>	<i>September 2021</i>
<i>To be Reviewed in:</i>	<i>September 2024</i>
<i>The person responsible for monitoring this policy statement and monitoring and evaluating its implementation is:</i>	<i>Miss K Thelwell - PSHE Co-ordinator</i>

Rationale

Every pupil has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Greenbank School is strongly opposed to any forms of bullying and is committed to building the self-esteem and confidence of our pupils through a consistent approach and whole school anti-bullying ethos. It is important to respond to bullying. No one deserves to be bullied. Everyone has the right to be treated with respect. People who bully others need to be taught positive ways of behaving. Pupils with Autism can often lack the social or communication skills to recognise or report such incidents so it is important that staff are alert to the potential bullying pupils face and that their mechanisms for reporting are accessible to all.

Definition of Bullying

Bullying is on-going, deliberate behaviour that intentionally upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal), indirect (e.g. being ignored or spreading rumours) or cyber (threatening e-mails, offensive text messages or phone calls). It may be carried out by one person or a group.

Examples of bullying we need to be alert to include:

- **Physical and Verbal bullying** - which is targeted, repeated and on purpose, with the intention to hurt the victim physically or mentally
- **Emotional Bullying** - bullying which includes isolating an individual or spreading rumours about them;
- **Social bullying** - where the perpetrators try to isolate their victim from wider social networks. This can include; ostracizing a person from an existing social group, spreading rumours about a person, sharing secrets that were told in confidence, giving a person "the silent treatment", and deliberately embarrassing someone in public.
- **Racism** - bullying someone because of their race, ethnicity or cultural background.
- **Sexual bullying** - a behaviour, physical or non-physical, where sexuality or gender is used as a weapon against another.
- **Sexist bullying** - occurs when bullying is motivated by a prejudice against someone because of their gender.
- **Homophobia, biphobia and transphobia** - is the bullying, persecution or harassment of people perceived to be lesbian, gay, bisexual or transgender, irrespective of their actual sexual orientation or gender identity. It can be physical, verbal or indirect. Often it is the language that can distinguish it from other forms and the motivation of the bullies is specific.

- **Educational difficulties or disability** - discrimination on the basis of a disability or a lack of understanding of a person's disability.
- **Banter** "the playful and friendly exchange of teasing remarks" can be categorised as:
 - **Friendly** (when there's no intention to hurt others and everyone knows the limits)
 - **Ignorant** ("crosses the line" with no intention to hurt. Usually followed by an apology.)
 - **Malicious** (done to humiliate the person - often in public)
- **Cyberbullying** - bullying carried out using modern forms of communication, such as the internet or mobile phones. Examples include; prank phone calls and texts, abusive messages on social media, fake social media accounts being made about the victim, catfishing, hacking and computer virus attacks. Victims find it much harder to get away from their tormentors. They may feel like they cannot stop using social media or their mobile phone, because these things are now considered to be very important forms of communication.

Aims and Objectives

The aims and objectives of this policy are to

- Prevent, de-escalate or discontinue any harmful behaviour.
- Make it clear that bullying is not tolerated at Greenbank School.
- Ensure that the diversity of individual differences between everyone at Greenbank is celebrated.
- Ensure that all staff, pupils and parents/carers understand their roles and responsibilities in relation to any incidents of bullying they experience, witness or which are disclosed to them.
- Build pupils' ability to address bullying issues and by doing so develop their self-awareness, understanding and confidence.
- Provide all pupils with opportunities to learn appropriate codes of behaviour and ways of dealing with others to equip them for life in the wider world.
- Promote and maintain an anti-bullying ethos amongst the Greenbank School community.
- The impact of school's promotion of a whole school approach to the visibility and positive inclusion of LGBT+ people will aim to show our commitment to improving the lives of all young people that we work with, as well as the LGBT+ young people in our care, those from LGBT+ families and LGBT+ staff members.

Implementation

In implementing this policy, Greenbank School will:

- Endeavour to fulfil its statutory duty to prevent all forms of bullying, and particularly prejudice-based bullying, including homophobia and trans-phobia.
- Promote the visibility of the diverse nature of students and staff who are all an equally valued part of the Greenbank School community, through awareness activities and teaching programmes such as "No Outsiders".
- Provide clear expectations to all staff, students, parents and members of the wider school community that bullying is not tolerated in any form at Greenbank School.
- Ensure all staff, students, parents and members of the wider school community are aware of the different types of bullying which can occur, and how to report on and prevent further incidents.
- Clarify that *anyone* who is aware of bullying behaviour is expected to tell the staff.
- Ensure all members of the school community feel empowered to challenge racist, ageist, disablist, homophobic, biphobic, and transphobic attitudes and behaviours.
- Participate in Anti-Bullying Week, The Rainbow Flag Award, and associated programmes
- Provide relationship education for pupils in all Key Stages through structured teaching programmes across the curriculum and positive role-modelling in all aspects of school life.
- Provide opportunities within the whole school curriculum to raise self-awareness, assertiveness and confidence as well as awareness of bullying issues.
- Promote and disseminate anti-bullying information, guidance and good practice.
- Encourage children and young people, staff and parents/ carers to participate in the development and implementation of anti-bullying strategies.
- Monitor any changes in pupil behaviour which may indicate they are being bullied.
- Ensure that all pupils are aware of the whole-school behaviour system and that all staff help them to adhere to these standards.
- Encourage the use of interventions which are least intrusive but most effective.
- React to bullying incidents in a reasonable, proportionate and consistent way.
- Ensure that all parties involved in any bullying incidents are listened to.
- Promote positive communication and consultation between school, parents/carers and outside agencies where appropriate.
- Implement procedures as necessary to deal with bullying incidents.
- Ensure that all incidents are investigated as fully as possible and that appropriate action is taken.

If you or someone else is being bullied:

Tell the bully to "STOP!"



Please sign the contract:

Our class have read Greenbank School's Anti-Bullying Policy for Pupils.

