



Anti-Bullying Policy

This policy supports the United Nations Convention on the rights of the child and acknowledges that all organisations concerned with children should work towards what is best for each child.

Statement of Principle

Greenfield Community College seeks to provide a safe, secure and positive environment in which all children and adults can develop and grow, making full use of the range of facilities available to them.

All children and adults have the right to be treated with respect and understanding and to participate in any activity free from intimidation and discrimination.

In Greenfield we actively listen to all children and act on any information received.

The school is careful to distinguish between genuine cases of bullying and feud / relationship conflict. Different situations require different strategies; however, clear procedures will be followed to enable problems to be addressed.

Nature of Bullying

Bullying can be defined as the intentional abuse of power by an individual or group with the intent to cause pain and distress to another individual or group. It may occur frequently or infrequently, regularly or irregularly, but it should be taken seriously even if it occurs only once.

"If children have a right to be protected, from conflict, cruelty, exploitation and neglect then they also have a responsibility not to bully or harm each other" (United Nations Convention on the Rights of the Child)

Bullying may take many forms:

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| Physical: | pushing, kicking, hitting, pinching, as well as any other form of violence or threatening behaviour |
| Verbal: | name-calling, persistent teasing, spreading rumours |
| Emotional: | excluding (i.e. ignoring someone on purpose), ridicule, humiliation and tormenting (hiding belongings, making everyone laugh at someone, 'dirty' looks) |
| Racist: | anything perceived to be a derogatory racist comment / abuse and/or joke, written abuse, (including graffiti and the display of offensive material) and differential treatment. |
| Homophobic | anything perceived to be a derogatory homophobic comment / abuse and/or joke, written abuse, (including graffiti and the display of offensive material) and differential treatment. |
| Sexual: | unwanted physical contact, abusive comments |
| Disability: | Abusive behaviour based on physical and / or mental disability, or the perception of these. Jokes and inappropriate language regarding disability |
| Religious / Faith Based: | Derogatory behaviour motivated by the victim's actual or perceived religion / faith. |
| Cyber Bullying: | the use of technology (e.g. mobile phones, social media and the internet) to deliberately cause upset and distress to an individual or group. (Of e-safety policy). |

Not all aggressive behaviour is bullying. Behaviour which appears to be bullying may be exhibited without the intention or awareness to cause distress. Some individuals may feel they are being bullied, even when there is no intention from others to cause distress. Such perceptions of bullying should be taken seriously and the appropriate support offered.

Bullying is always damaging to those involved, the victim, the bully and those who are witnesses.

With severe and serious cases of bullying it may be appropriate to refer to the Child Protection and Safeguarding, and where appropriate, the Equality and Diversity policy and procedures in order to ensure the safeguarding of all involved. In accordance with Equality Act 2010 actions of prejudice based on disability, race, religion, gender, transgender identity or sexual orientation are **hate** incidents and can become **criminal** offences known as **hate crimes**. A **criminal** offence is something which breaks the law of the land. Any criminal offence can be a **hate crime** if it was carried out because of hostility or prejudice based on disability, race, religion, transgender identity or sexual orientation.

Signs that a child could be the victim of bullying

- Cuts, bruises, damage to property or clothing which cannot be adequately explained.
- Clothing or possessions lost repeatedly
- Child requests extra money or suddenly starts to steal.
- Change in regular patterns. Time leaving home or arriving home.
- Reluctance or refusal to attend school.
- Change in mood, the child may become depressed, withdrawn / shyness, moody, aggressive or has sleep or appetite problems.
- Low self-esteem
- Poor academic achievement
- Isolation
- Threatened or attempted suicide

Managing Incidents

It is the responsibility of all teaching and non-teaching staff to respond in an appropriate manner if a child discloses they are the victim of bullying. The following steps must be taken:-

- Listen to the child.
- Ensure immediate safety and well-being of students reporting a bullying incident. First aid should be administered if appropriate.
- Decide if you are able to deal with the incident. For example, in the case of name calling or a relationship/friendship problem, it may only take a word from you to resolve matters. (Please follow this up with a word a couple of days later to make sure all is well)
- If the problem cannot be resolved or is so **severe** that you cannot deal with it, then pass the details on to a member of the Progress & Guidance Team.
- If a problem cannot be resolved or cannot be dealt with by the Progress & Guidance Team it will be passed on to senior members of staff.
- The school has a statutory requirement to record any incidences deemed to be racist and / or homophobic.
- **All incidents dealt with by the Progress & Guidance Team and members of the Leadership Team will be fully investigated and documented.**

Incidents passed on to Progress & Guidance Team / Leadership Team

All incidents must be logged on SIMS including the action taken and all subsequent follow up. Intervention work/reflection sheets completed by student/s.

If the bullying is severe or persistent then students must move to the next stage of the bullying procedure (see above - 'What will happen if you bully someone else')

Procedure summary:

- **Stage 1** Warning, mediation (if appropriate), contact with parents, anti-bullying work ('Awareness'), reflection sheet, disclosure support (victim)
- **Stage 2** Meeting with Progress & Guidance Team, mediation (if appropriate), bullying contract, meeting with parents, letter home, anti-bullying work ('Respect'), reflection sheet, disclosure support (victim)
- **Stage 3** Meeting with Progress & Guidance Team (with PGL and/or AHT present), mediation (if appropriate), review of bullying contract, seclusion, meeting with parents, letter home, anti-bullying work ('Empathy'), referral to other agencies (if appropriate), reflection sheet, disclosure support (victim)
- **Stage 4** Meeting with Progress & Guidance Team (with DHT and/or HT present if possible/appropriate), review of bullying contract, exclusion and/or further seclusion, meeting with parents, letter home, anti-bullying work (specific to individual student/incident), work with anti-bullying worker, reflection sheet, disclosure support (victim)

In some cases, follow-up contact will be arranged with students/parents to facilitate further disclosure as well as build confidence and trust with all parties.

Equality and Diversity

All staff are directed to ensure all areas of this policy are applied consistently and fairly, independent of disability, gender, race, religion/belief, sex and sexual orientation. Students should be able to work in an ethos and atmosphere of dignity and fairness, where they are free to develop themselves, knowing that differences are respected.

Any hate incidents or hate crimes must be recognised and dealt with appropriately. Staff have a duty to be aware of incidents of an extremist nature, including islamophobia and other extremist views. Incidents of this nature should be referred to the LT and dealt with according to current government guidelines.

This policy also encourages students to become independent learners who take responsibility for their actions and become good citizens. The Anti-Bullying Policy is in place to deal with bullying, which Greenfield Community College does not tolerate.

The Policy is supported by:

Advice for Parents

- Listen to your child, take their concerns seriously and encourage them to talk openly about the problem.
- Reassure them that the bullying is not their fault.
- Contact your school, discuss the problem and work with the school to solve the problem
- Keep in regular contact with the school.
- Further advice is available from the Progress and Guidance team.
- In cases of Cyber Bullying:
 - It is a criminal offence to make anonymous or abusive telephone calls and these can usually be traced. You're within your rights to contact the police.
 - If a hate website has been set up about your child, contact the school, police and the host website to get it closed down.
- It is worth noting that it is illegal to have a Social Networking account under the age of 13.
- Children between the ages of 13-16 should only have access to Facebook (or similar) sites under parental supervision.

Advice for Children

- If you are being bullied talk to someone who can help you, your parent(s), a teacher, your tutor or a member of the Progress and Guidance team.
- Walk away from any incidents and tell an adult immediately.
- Try to be around friends/ other people as much as possible for support.
- In cases of Cyber Bullying:
 - keep a copy of abusive or threatening text messages or emails
 - **do not** open or reply to emails or text messages unless you know the person sending them
 - contact service providers to find out how they can help
 - Change your mobile number; only give it to people you trust.
- If you feel it is difficult to talk to someone you can report any concerns to Confide Reporting Service

What Will Happen If You Are Bullied

1. You will be listened to.
2. You will be asked to report all incidents to a named member of staff while we take action with the bully.
3. You will be told what action we are taking.
4. You will be offered specialist support to help you know the best way to respond to any incidents and how to cope.
5. You will be issued with a support card to help monitor any incidents.

What will happen if you bully someone else

Someone will talk to you about the incidents to gather evidence and try to resolve the situation.

If you continue to bully you will be given a warning which will be logged on the system and your parents will be informed. You may be asked to take part in mediation with the victim. You will be required to complete intervention work to enhance awareness of bullying, with a view to preventing further issues.

If you continue further, your parents will be expected to attend a meeting with you and members of staff. You and your parents will be required to sign an anti-bullying agreement and your bullying status will move to 'Stage 2'. You will be required to complete intervention work focusing on 'respect', with a view to preventing further bullying.

If, despite previous interventions, bullying continues, then you will be interviewed by members of the Progress & Guidance Team with Progress & Guidance Leader and/or Assistant Head Teacher present. You will review your anti bullying contract and will be asked to take part in further mediation if appropriate. You will be secluded for persistent bullying and asked to complete further intervention work based around the theme of empathy. This represents 'Stage 3' of the bullying process.

If you bully again (Stage 4) you may be excluded and may have to account for your persistent failure to respond to previous interventions. You could be required to attend mediation sessions. If this does not work you will have to explain your bullying to the governors of the school at a meeting attended by the school leadership team and your parents. Following this the school may decide to permanently exclude you.

Policy Type	Mandatory	
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Created by	R. Milton	September 2017
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