



## PATE'S GRAMMAR SCHOOL ANTI - BULLYING AND HATE POLICY

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship may involve an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

### Rationale

Pate's Grammar School has a strong ethos which promotes tolerance and respect, including respect for difference and diversity. It is our firm intention to ensure that bullying through any media is seen as anti-social and totally unacceptable.

We are very aware of how our students have fully embraced the use of information and communication technologies to maintain contact with friends and make new ones. They send emails, create their own websites, post intimate personal news in blogs, send text messages and images via cell phones, message each other through instant messages chat in chatrooms, post to

discussion boards, post information on You-tube and seek out new friends in social media sites. Whilst most interactions are positive, there are increasing reports of these technologies being used to harass and intimidate others. This has become known as cyber-bullying.

Given the extent of use of digital media this document is a combined anti-bullying and anti-cyber-bullying policy,

## Procedure

All members of the Pate's Community should help combat bullying by reporting any incidents.

**Staff** at Pate's Grammar School have the responsibility to ensure that:

- All forms of bullying are prohibited at Pate's Grammar School.
- Staff are aware of bullying and are able to identify and look for signs of occurrence among the students.
- Students are aware of the consequences of bullying.
- A code of conduct is in use for technology, including computers, use of photo-videoing equipment and mobile phones, whilst on the school premises. See Acceptable Use Policy (AUP)
- All complaints regarding any form of bullying are taken seriously and are dealt with as a matter of urgency. Any person (student, parent or teacher) in possession of information related to a suspected bullying incident should pass the information to the pastoral team.
- There is supervision of technology that is effective for monitoring and deterring cyber-bullying.

**Students** at Pate's Grammar School have a responsibility to ensure that they:

- Do not participate in bullying or turn a 'blind eye' if they have a suspicion.
- Follow the guidelines set out in the Acceptable Use Policy (AUP)
- Do not breach the privacy of students, staff and members of the school community through any unauthorised recording or filming.
- Do not disseminate inappropriate information through digital media or other means.
- Advise students being victimised by cyber-bullying to talk to an adult.
- Offer to speak to an adult on behalf of the student who is being victimised by cyber-bullying.

There is an open door policy whereby the victim/s can feel totally at ease with approaching pastoral staff about being bullied or friends of the victim can inform any member of staff.

Suspected and actual bullying will be dealt with in exactly the same way.

## Education and Support

This Policy should be read in conjunction with and as part of our Behaviour Policies.

At Pate's, pastoral sessions and subject lessons contribute to raising pupils' awareness and understanding of the need to combat bullying. In PSHCE, pupils explore issues of equality, discrimination and oppressive behaviour. Students are encouraged to enter in to role play in such lessons and have honest discussions with the PSHCE staff. A starting point for many lessons has been the input from classes in each year into the re-writing of this bullying policy.

Through the Teaching and Learning process, Pate's encourages teachers to provide good opportunities for pupils to work constructively with each other and develop team work skills.

## **Offsite Bullying:**

Under Section 89(5) of the Education and Inspections Act 2006, Head Teachers are specifically granted powers that enable them to police cyber-bullying carried out by pupils even at home.

## **HMI Guidelines:**

The urgent investigation of signs or allegations of bullying from pupils or parents show that the school means what it says about not tolerating bullying. In order to streamline the investigation process, Pate's, like other schools have taken on board the guidelines of **OFSTED HMI Pamphlet 465** pointing to the efficiency of:

- Identifying a member of staff with whom the victim can talk openly.
- Encouraging the victim to co-operate fully in identifying the bullies as the best way of securing the victim's safety and that of others in the future.
- Establishing with the victim, as precisely as possible, what led to the "attack" and, where appropriate, what steps can reasonably be taken to avoid similar situations in the future.
- Interviewing pupils individually where allegations of bullying are made about a group of students.
- Asking individuals to make a written record of what was done or heard regarding the incident.
- Bringing the victim and the alleged bully or bullies together at certain points in the enquiry (but with their full permission).
- Making it clear that close supervision is to be maintained while the investigation continues and that any further attempt to intimidate the victim will result in immediate sanction.
- Involving the parents of the alleged bully or bullies in the investigation to question their children, about their role, if any.

## **School Action:**

All cases will be looked at on an individual basis, but are likely to include Form Tutor, Head of Year or a member of staff with whom the victim has confidence and parents. If it is deemed appropriate sanctions can include:

- The action taken will depend on a number of factors, including the nature of the bullying and the circumstances leading up to it (personal or otherwise).
- As a matter of course, parents will be informed about the situation.
- They confiscation of digital equipment (Education and Inspections Act 2006)
- Remove the right to bring a mobile phone into school
- Limit school internet access for a period of time
- Internally suspend a pupil

- Extreme bullying may call for a fixed term suspension or permanent exclusion

## **Restorative Action:**

Pate's is extremely fortunate in having to deal with very few bullying incidents throughout the academic year. We help pupils to manage relationships and behaviour productively.

However, as a school we recognise the need to help bullies overcome their behaviour and avoid any future incidents.

When pupils return to school they may need to confront their own behaviour with the help of the School Counsellor, or a member of staff they trust, alongside the Head of Year. The focus here is on trying to get the bully to identify with the victim and to understand the distress caused as a basis for a genuine apology.

Both the bully and the bullied have equal access to our Counsellor, Diane Paterson, who visits school every Wednesday between 12 p.m. and 2.30 p.m. Appointments may be booked for a pupil via the Year Head or Assistant Pastoral Head.

Effective liaison with parents is vital to tackle bullying successfully. Pate's is aware of the need to involve parents early on in order to explain a situation fully and parents are kept informed at every stage of the process. Discussions with parents are based upon well documented evidence.

The school uses peer mentoring in the form of the Student Buddy System made up of Year 13 pupils who give support to younger pupils over a range of issues including bullying. The system is run by the House Staff in conjunction with Pastoral Staff.

The school reserves the right to take appropriate disciplinary action in any bullying case. Other appropriate responses will involve follow up work with the Counsellor. The Head of Year may follow up by talking with the class/classes in which the bullying has taken place.

A series of sessions with the bully, the bullied and their friends may well be needed in order to sort out the problem sympathetically. Mediation between the two sides can steer the case to a successful conclusion.

## **Examples of Bullying:**

### **Bullying:**

- Ignoring or marginalising someone
- Refusing to cooperate in work or play
- Verbal abuse, name calling, offensive mimicry
- Physical threats or attacks
- Comments on economic well-being of others
- Wearing of provocative badges or insignia
- Inciting others to behave in a particular way

**Racist and Religious Bullying** – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- Verbal abuse, name calling, racist jokes, offensive mimicry
- Physical threats or attacks
- Wearing of provocative badges or insignia
- Bringing racist leaflets, comics or magazines

- Inciting others to behave in a racist way
- Racist graffiti or other written insults, even against food, music, dress or customs
- Refusing to cooperate in work or play

**Sexual bullying** – this is generally characterised by:

- Abusive name calling
- Looks and comments about appearance, attractiveness, emerging puberty
- Inappropriate and uninvited touching
- Sexual innuendos and propositions
- Pornographic material, graffiti with sexual content
- Sexual assault

**Sexual Orientation** – this can happen even if people are not lesbian, gay or bisexual. Just being different can be enough. This can be in the form of:

- Use of homophobic language
- Looks and comments about sexual orientation or appearance
- Verbal abuse by name-calling
- Offensive mimicry
- Mockery of a person's demeanour or way of speaking
- Graffiti
- Mockery of subject and career choice.

**SEN or Disability** - These people are often at greater risk of bullying. This can be characterised by:

- Name calling
- Comments on appearance
- Comments on health conditions
- Comments with regard to perceived ability and achievement levels.

**Cyber bullying** – Possible misuse of technology may include:

**1. Mobile Phones**

Unpleasant text messages  
Taking and sharing humiliating images  
Videoing other people being harassed.

**2. Chatrooms and Message Boards**

Sending anonymous or threatening messages  
Groups of people victimising individuals

**3. E Mail**

Sending unpleasant or threatening messages  
Forwarding unsuitable content including images  
Accessing someone else's e mail.

**4. Social Network Sites:**

Posting unpleasant comments and images  
Making private information public

The Pate's network is controlled and monitored for all manner of abuse. Undesirable web content is filtered out by a variety of systems. Access to Email systems other than the Pate's email system is limited. The Pate's email system retains a copy of sent and received emails even after deletion by the user, and these emails can be retrieved and inspected in any case where clarification is required about exactly what messages were sent and received. Users of the Pate's network all sign an acceptable use agreement. Any breaches can be addressed by revoking usage rights, for example Internet access, or barring entirely from network use, for a short or longer time as necessary. We regard any abuse of the ICT facilities in a very serious light.

- Staff have the right to search through pupil's mobile phones when the pupil is reasonably suspected of involvement in an incident of cyber-bullying which is of a sufficiently serious nature.
- The school has the right to contact the police in cases of actual/suspected illegal content.

**Reviewed September 2020**