

# SUTTON GRAMMAR SCHOOL



## ANTI-BULLYING POLICY

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| <b>Staff member with responsibility:</b> | Kate Ross, Deputy Head |
| <b>Reviewed by:</b>                      | Board of Trustees      |
| <b>Policy Agreed date:</b>               | July 2024              |
| <b>Next review date:</b>                 | July 2027              |

## 1. INTRODUCTION AND AIMS:

At Sutton Grammar School we are committed to safeguarding and promoting the welfare of our students. We believe that everyone has the right to be safe and happy at school. We are committed to providing a safe and caring environment that is free from any form of harassment or discrimination so that every one of our students can develop to their full potential. In order to achieve this, all members of the school community have a responsibility to act with respect, courtesy and consideration towards each other at all times.

The school does not tolerate bullying. We expect all members of our school community to share this approach.

## 2. DEFINITION OF BULLYING:

Bullying is behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between young people, or perceived differences.

Bullying can involve an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest in several ways, it may be physical, psychological (knowing what upsets someone) derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

Methods of bullying can include, but not limited to:

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| Cyber <sup>1</sup>  | All areas of internet, such as email/ social media misuse/ threats by text messaging/ calls/ posts. Misuse of associated technology, i.e. camera & video facilities. |
| Physical            | Pushing, kicking, hitting, punching or any use of violence or aggressive behaviour. Deliberately damaging or defacing property.                                      |
| Sexual              | Unwanted physical contact or sexually abusive comments   |
| Verbal              | Name-calling, sarcasm, spreading rumours, teasing, subtle comments, derogatory language.   |
| Written             | Writing unpleasant and derogatory comments, sometimes anonymously, that are intended to upset and unsettle the recipient.  |
| Exclusive Behaviour | Adopting a policy of excluding someone from conversations and/or activities.   |

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<sup>1</sup> The Education Act 2011: where there is good reason to do so, staff when authorised by the headteacher can examine data or files, and delete these, on a mobile device; there is no need to have parental consent to search through a young person's mobile phone.

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| Peer Pressure | Pressure to conform. |
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### 3. THE SCHOOL'S COMMITMENT TO PREVENT BULLYING:

This Anti-bullying policy should be read in conjunction with the Safeguarding Policy; the Behaviour, Rewards and Sanctions Policy; and Exclusions Policy and the Equality Policy.

The prime aim of any action is to prevent bullying. The school has a responsibility to address, resolve, monitor and record all incidents of bullying. Therefore the school will:

- Not tolerate bullying; and take any allegations of bullying extremely seriously
- Actively work with key stakeholders (e.g. staff, students, parents) to prevent bullying
- Ensure that all staff are informed about the anti-bullying policy and procedures
- Fully promote the school's Home-School Agreement and Anti-Bullying pledge (see Appendix A) to students and parents through form time, assemblies, lessons and the school's discipline systems
- Create a safe and inclusive environment where students can openly discuss and report bullying without fear
- Educate students through the Personal Development curriculum; the tutor programme; assemblies; the use of external organisations to ensure that all students understand the school's approach to bullying and are clear about the part they play in preventing bullying, including when they find themselves as bystanders
- Where bullying outside of school is reported, it will be investigated and acted upon in school. Where necessary, for criminal actions, the police may be notified
- Students who do not adhere to the school's behaviour expectations and anti-bullying pledge will be subject to disciplinary sanctions in line with the school's Behaviour, Rewards and Sanctions Policy; alongside consideration for well-being of both the bully and the victim.
- Keep parents fully informed and work with parents to offer support to both the victim and the bully

### 4. SAFEGUARDING:

When there is 'reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern. Where this is the case, the DSL should be informed and concerns reported to the relevant local authority's children's social care/Single Point of Access/Children's First Contact Service. The DSL should then work with them to take appropriate action.

Please see the school's Safeguarding Policy for further information and guidance.

### 5. AWARENESS OF BULLYING:

Bullying can happen to all children and can affect their social, mental and emotional health. Some groups of students may be more vulnerable to bullying, prejudice and discrimination, isolation and social exclusion, for example, though not exclusive to:

- SEND students
- Students who identify as LGBTQ
- Young carers
- Looked After children

Signs that a young person may be affected by bullying include (though this is not an exhaustive list):

- Changes in appearance
- Changes in behaviour
- Deterioration in work or organisation
- Illness
- Peer isolation
- Desire to remain with adults
- Change in friendship groups
- Erratic attendance

## **6. PROCEDURES:**

### **(a) Staff:**

- Support the school's approach to bullying
- Encourage students to inform an adult immediately of any incidents of bullying
- Not tolerate incidents of bullying inside or outside of school or lessons
- Reassure and support the victim of bullying immediately
- Inform the HOY immediately who, in liaison with the Deputy Head, will investigate the incident and get written reports from students involved
- Follow the school's Behaviour, Rewards and Sanctions Policy and Safeguarding Policy regarding child-on-child abuse.
- Record the incident and the type of bullying on SIMS
- Record all incidents, reports and interventions on CPOMS
- Follow guidance in the Safeguarding Policy concerning Child on Child abuse
- Make all students aware of the reporting systems in the school, including the Safeguarding Team and the anonymous safeguarding reporting form on the Student Well-being section of the school website

### **(b) The victim:**

The nature and level of support required for the victim will depend upon the individual circumstances and the level of need. Support may include:

- Support from a member of the Pastoral Team: this may include the form tutor; HOY; Pastoral and Student Support Officer
- Formal counselling or support through the school ELSA, the school counsellor or the school's Educational Psychologist
- Engaging with parents
- Referring to local authority children's services (CFCS)
- Referring to Child and Adolescent Mental Health Services (CAMHS)
- If the bullying results in pronounced social, mental or emotional health difficulties the school will make provision and provide an action plan for the child's short term needs. They may receive SEND support and the school will do all they can to ensure the bullied child continues to attend school
- The incidents and support will be recorded on CPOMS
- Where there is a Special Educational Need, the SENDCo will be consulted on the appropriate support for the student.

### **(c) The bully:**

- Disciplinary measures will be applied to pupils who bully, in line with the Behaviour, Rewards and Sanctions Policy and the Exclusions Policy.

- The school will work with the bully to help them understand the impact of their actions and the need to modify their behaviour through individually tailored sessions with the Pastoral and Student Support Officer
- When appropriate, a referral may be made for support to the school ELSA, the school counsellor, the school Educational Psychologist or CAMHS
- Where there is a Special Educational Need, the SENCo will be consulted on the support the student requires and reasonable adjustments may be made to the application of the Behaviour, Rewards and Sanctions Policy.

**(d) Students:**

Every student has the right to enjoy a school life free from bullying, therefore:

- Students will be reminded of, and expected to adhere to, the school's anti-bullying pledge<sup>2</sup>; and the Home-School Agreement
- Students will be reminded of the anonymous safeguarding reporting form on the Student Well-being section of the school website
- Students will be made aware of the range of people they can talk to about bullying issues
- Feel confident that all reports of bullying will be dealt with seriously and that something constructive will be done
- Students will be reminded of the importance of not being a by-stander to bullying; and that being a bystander to bullying will be treated as being a participant in bullying
- Students will be reminded that stereotypes and "banter" directed at individuals or groups can often constitute bullying and may be treated as such by the school

**(e) Parents:**

- Will be informed of the school's Anti-Bullying Policy and the Home-School Agreement
- The school will work with parents to offer support to both the victim and the bully

## **7. MONITORING AND EVALUATION**

The Deputy Head will work with other key stakeholders, including Student Voice, the Pastoral Team, the Safeguarding Team and the Head of Personal Development and Citizenship, to review the effectiveness of the policy.

The Anti-Bullying Policy will be reviewed by the Deputy Head and then approved by the Trust.

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<sup>2</sup> See Appendix 1; the Anti-Bullying Pledge was drawn up in conjunction with Student Voice and is in the student planner.

## **Appendix 1:**

### **Anti-Bullying Pledge**

Sutton Grammar School is committed to safeguarding and promoting the welfare of all our students. We want to ensure that you have a safe and welcoming school environment where you feel respected and valued. This is understood by all members of staff and we operate a strict no-tolerance policy.

### **What is bullying?**

Bullying is the repetitive hurting of one person or group by another person or group, be that face to face or online.

### **Why do people bully?**

There's no one reason why people bully. Sometimes it's motivated by prejudice against race, religion, gender/gender identity or sexual orientation. Some may bully because they have low self-esteem or want to improve their social status. Some may also bully because they have been the victim of bullying themselves, but, there is no one reason for bullying.

### **How do people bully?**

Bullying behaviour can be:

- Physical - e.g pushing, kicking, hitting
- Emotional - e.g intimidation, humiliation, coercion
- Verbal - e.g name-calling, spreading rumours, teasing
- Sexual - e.g unwanted physical contact, inappropriate touching etc.
- Online - e.g sending mean messages, sharing messages/photos, social exclusion

Bullying can be continuous or intermittent. Bullying can be committed by just one individual but it tends to be a group behaviour.

### **How can bullying affect the victim(s)?**

Bullying seriously affects the mental and physical health of the victim(s), both in the short and long term. It can cause the victim(s) to experience a repetition of negative emotions, thinking patterns and behaviours and this can result in mental illness, such as anxiety or depression. Bullying can also result in changes in self-confidence; disrupted sleep patterns; changes in eating behaviour and difficulty concentrating and studying.

### **What should I do if I am bullied?**

- Don't put up with it
- Tell someone whom you trust
- Believe that the school will do all that it can to help you as quickly as possible

### **What should I do if someone else is being bullied?**

- Report it – to a teacher or by using the online reporting system
- Do not ignore/watch/support/participate in bullying in any form
- Be aware that being a bystander to bullying is condoning/supporting bullying

- Where appropriate, confront and call out bullying and support the victim(s).

**How will the school respond to bullying?**

- Sutton Grammar school will not tolerate any bullying and we will take seriously all allegations of bullying. We will work hard to create a safe and inclusive environment where students can openly be themselves and discuss bullying without fear
- We will put support in place for the victim and the bully
- We will educate our students about issues of difference and bullying through Assemblies, Personal Development and Form Periods
- We will investigate and act upon reports of bullying, whether inside or outside of school or online
- We will inform parents and, for criminal actions, we can inform the police
- We will apply disciplinary policy measure to students who fail to uphold the Home-School Agreement and Anti-Bullying Pledge
- Education Act 2011 gives teachers the power to search for and, if necessary, delete inappropriate images or files on electronic devices/mobile phones

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