



## **ALTRINCHAM GRAMMAR SCHOOL FOR BOYS**

### **ANTI BULLYING POLICY 2020**

**Nominated Lead Member of Staff:**

**EH**

**Next Review Date:**

**September 2022**

#### **Introduction**

**This policy should be read in conjunction with other relevant policies:**

- School Rules
- Behaviour Policy
- Home-School Agreement
- Sixth Form Agreement
- Acceptable Use of ICT Systems and Learning Gateway Policy
- Child Protection Policy
- Mobile Phone Policy
- Equal Opportunity Policy

At AGSB, we believe that everyone in the School should have the same basic rights to freedom from all forms of harassment. Our vision is to have high standards of teaching and learning which challenge our students to achieve. Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other.
- Helping students towards an understanding of what is right and wrong.
- Supporting everyone in forming good relationships with adults and peers.

We believe in tackling incidents of bullying and harassment by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging everyone's perception of bullying.

1. Bullying affects everyone, not just the bullies and the victims. It also affects those who witness the bullying and other pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life nor a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the School.

**2. Why is an anti-bullying policy necessary?**

The School believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain within them some people with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The School has a clear policy on the promotion of good behaviour and citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is **WRONG** and will not be tolerated.

It is important therefore that the School has a clear written policy to promote this belief, where both pupils and parents are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

**3. What is bullying?**

Bullying can occur through several types of anti-social behaviour. It can be:

- Physical - a child can be physically punched, kicked, hit, spat at etc.
- Verbal - verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability or personality etc.
- Exclusion - a child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.
- Damage to property or theft
- Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order to force a pupil hand over property etc.

**4. What can you do if you are being bullied?**

Remember that your silence is the bully's greatest weapon.

- Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.

- Fighting back may make things worse. Talk to a teacher or parent/guardian first.
- Generally, it is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

**5. If you know someone is being bullied:**

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel even more isolated and unhappy.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without needing to reveal where the information came from.
- Do not be, or pretend to be, friends with a bully.

**6. As a Parent:**

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son there is nothing wrong with him. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the School policy concerning bullying and that they are not be afraid to ask for help if they need it.

**7. As a School we look to:**

- Organise the community in order to minimise opportunities for bullying e.g. Increase supervision within the School, as required.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme, assemblies, IT lessons etc.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the School Policy and its degree of success.
- The School Staff will continue to have a firm but fair discipline structure where the rules are few, simple and easy to understand.
- Avoid the use of teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex etc.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our School.

## **8. Action to be taken when bullying is suspected.**

If bullying is suspected we will talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified help, support and counselling will be given as is deemed appropriate for both the victim and/or the bully:

We support the **victims** in the following ways:

- offering them an immediate opportunity to talk about the experience with the School Counsellor, their form tutor or another teacher if they choose.
- informing the victims' parents.
- offering continuing support when they feel they need it.
- taking one or more of the six disciplinary steps described below to prevent more bullying.

## **9. The Six Disciplinary Steps:**

- Pupils who have been bullying will be warned officially to stop offending.
- The bully's parents will be informed.
- The pupil may be internally excluded from the School for a given period. This will mean isolation from the school community in a place where they will complete their academic work and be able to reflect upon their behaviour.
- If the incident is deemed serious enough and/or they do not stop bullying they will be suspended for a minor fixed period (one to three days normally).
- If the bullying continues after this, they will be recommended for suspension for a major fixed period (up to fifteen days in any one term or 45 days in any school year - see Appendix B – 'Hierarchy of Sanctions')
- If they will not end such behaviour, after step 5 above, they will be recommended for permanent exclusion (expulsion).

Latest exclusion procedures and guidelines as published by the DfE will be followed by the Head and Governing Body.

**10.** We realise that during adolescence young boys will make mistakes and may engage in bullying-types of behaviour. It is part of our role in educating them to make them aware of the consequences for themselves, as well as the victim, of such behaviour.

We will seek to help **those who bully** in the following ways:

- talking with them about what happened, to discover why they became involved
- Informing their parents and working with them to help eradicate the behaviour
- continuing to work with the bully to help them revise any prejudices
- taking one or more of the six disciplinary steps described below to prevent more bullying.

Parents are often alarmed, upset and/or angry when their son is accused of, or found to be bullying another student. This is understandable and they themselves often feel guilty and see their son's behaviour as reflective of their parenting.

The School does not make this judgement. Young men as they grow into adulthood make decisions and must learn to take responsibility for what they say and do. They alone are responsible for how they act. This is what we try to get them to accept, and hence to accept the consequences that will inevitably follow from such behaviour.

It is not the School's aim to stigmatize or label any of our young men as 'bullies', but to get them to reform their behaviour and to become fully aware of what damage such behaviour has on all those parties involved. As difficult as it may seem to parents of the bully to accept, we ask them to trust us and support whatever decision we reach, in the knowledge that we want only the best for all our boys.

# Altrincham Grammar School for Boys

## Cyberbullying Policy

### 1 Definition

Cyberbullying is an aggressive, intentional act carried out by a group or individual using ICT, particularly mobile phones and/or the internet, deliberately and repeatedly to in a way that upsets someone else. Cyberbullying can take place both between peers and across generations; Teachers and other adults can also be targets. There are seven categories:

- Text messaging
- Picture/videos from mobile phones
- Phone calls
- Email bullying
- Chat room messages
- Instant messages during on-line conversations
- Via websites, including blogs and personal websites

### 2. School actions

- a)** All pupils are taught about cyberbullying within the ICT curriculum. Pupils learn about the risks, consequences and safe use of all ICT technologies. Cyberbullying is also covered within the PSHE curriculum as part of the wider coverage of bullying.
- b)** Whole school and year assemblies and 'Thought for the Week' address this issue from time to time in order to reinforce the work within the ICT curriculum
- c)** All 'e communication' used for school activities is monitored and the school's 'firewall' technology is continually updated.
- d)** Exclusion is the most likely punishment for any pupil/pupils found guilty of cyberbullying. Those who forward messages/images will be regarded as accessories and will be treated in a similar way to accessories involved in more traditional forms of bullying.

### **3. Guidance to parents**

Parents can support school and their son/s by:

- Reinforcing the message from school concerning safe use of information technology
- Using control software and monitoring the use of chat rooms and blogs
- Ensuring their son(s) know what to do if bullying arises
- Contacting the school and the ISP or mobile phone network if there is a problem.

### **4. Guidance to pupils**

If you receive hurtful or intimidating messages:

- Do not ignore them – tell someone you trust either at school or at home
- Do not delete messages – they may be useful evidence in tracing and stopping the bully.
- Never reply to the message – that will confirm that you have received the message and your reply may inflame the situation.
- If you receive a message about someone else remember to respect that person – don't act as an accessory to a cyberbully.

### **5. Cyberbullying and the law**

#### **a) Under Education law**

Bullying is never acceptable. The school community has a duty to protect all its members and provide a safe, healthy environment. Under the Education and Inspections Act 2006 the Head Master has the power 'to such an extent as is reasonable' to regulate the behaviour of pupils when they are off site. Mobile phones and other ICT equipment may be confiscated from pupils under powers granted by this act.

#### **b) Under other laws:**

Cyberbullying activities may be criminal offences under a range of different laws, including:

- The Malicious Communications Act 1988
- Section 127 of the Communications Act 2003

- The Protection from Harassment Act 1997

**6. Useful websites include:**

- [Yp.direct.gov.uk/cyberbullying](http://Yp.direct.gov.uk/cyberbullying)
- [Stopcyberbullying.org](http://Stopcyberbullying.org)

There are several others that can be accessed via an internet search for 'cyberbullying'.