



Ghausia Girls High School

Anti Bullying Policy

Academic Year	Approved by Head teacher	Approved by Governors
2016-17	Mrs Aneela Masood	M Yaqub – March 2017

Review dates for this policy

Review Dates	By Whom
March 2020	Mrs Aneela Masood

Anti-Bullying Policy

Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We would expect pupils/ students to act safely and feel safe in school, including that they understand the issues relating to bullying and that they feel confident to seek support from school should they feel unsafe. We would also want parents to feel confident that their children are safe and cared for in schools and incidents when they do arise are dealt with promptly and well. The school is well aware of its legal obligations and role within the local community supporting parents and working with other agencies outside the school where appropriate.

This policy should also be read in conjunction with the Safeguarding, Equalities, and Behaviour policies.

Roles and responsibilities

The headteacher has overall responsibility for the policy and its implementation and liaising with the Governing Body, parents, carers, and outside agencies. The headteacher is also responsible for:

- Monitoring and assessing the policy's effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents by appropriate investigations
- Managing the reporting and recording of bullying incidents
- Assessing and co-ordinating training and support for staff and parents/carers where appropriate
- Co-ordinating strategies for preventing bullying behaviour

The nominated governor with the responsibility for Anti- Bullying is the governor for 'Child Protection'.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing

- Cyber - all areas of internet -such as emails and misuse of social media (whatsapp; Facebook; twitter etc.); mobile threats by text messaging & calls; misuse of associated technology , i.e. camera & video facilities or mobile phones

Bullying differs from teasing/falling-out between friends or other types of aggressive behaviour in that:

- there is a deliberate intention to hurt or humiliate
- there is a power imbalance that makes it hard for the victim to defend themselves
- it is usually persistent

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying. Ghausia Girls High School takes this responsibility seriously as one of their core functions.

Objectives of this policy

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated in our school.

Signs and symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

is frightened of walking to or from school

- does not want to go on the school or use the public transport
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)

- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received (e.g. sound of text messages)

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

Our school has clear and well-publicised systems to report bullying for the whole school community (including staff, parents/carers, pupils/students).

This includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, outside agencies including the police will be consulted
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour
7. Support will be provided to the victim
8. The bullying incidents will be monitored

Recording bullying and evaluating the policy

All reported bullying incidents will be reported to the Headteacher who will keep a log and a record. The recorded incident will be reported to the governors on a termly basis. The policy will be reviewed and updated on a three year cycle.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place in accordance with the schools' behaviour policy
- 2) If possible, the pupils will be reconciled
- 3) In serious cases, suspension or even exclusion will be considered
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Prevention

As part of our on-going commitment to the safety and welfare of our pupils we have developed the following strategies to promote positive behaviour and discourage bullying behaviour:

- Clear rules on acceptable and unacceptable behaviour
- PSHE lessons

- Specific curriculum input on areas of concern including cyber-bullying and internet safety
- Student voice through School Council
- Restorative Justice
- Support for all school staff and staff training

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