



**WEST KIRBY GRAMMAR SCHOOL**

**ANTI BULLYING  
POLICY**

**November 2016**

# ANTI BULLYING POLICY

## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in the school. If bullying does occur all students should be able to tell and know that incidents will be dealt with properly and effectively.

The anti-bullying policy complements the aims and values on which West Kirby Grammar School bases its work. It also complements the work of the pastoral team and draws from the whole school equality policy, behaviour policy and rewards and sanctions.

This policy will be reviewed by members of the school community during anti-bullying week each year.

## Aims

1. To ensure that all people (children and adults) in the school community are able to work in a safe and secure environment free from humiliation, harassment and abuse.
2. To clarify for all members of the school community that bullying is not acceptable and must be totally discouraged. Everyone must act in a positive way to ensure that bullying is challenged and reported.
3. To ensure that all students, parents, staff, governors and others are aware of this policy and know that appropriate action will be taken.

## What is Bullying?

Bullying is **repeated** behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. Bullying is about power. Victims feel powerless to stop it. Others, such as parents for instance, may feel powerless to know how to help.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting, spreading rumours, staring
- Physical - pushing, kicking, hitting, punching, tripping or any use of violence
- Verbal - name calling, sarcasm, teasing, writing unkind notes, threatening

Last reviewed: November 2016

Next date for review: November 2017

- Cyber - using technology to bully, including sending nasty texts/emails, posting abusive messages online, posting online or sending humiliating images, bad mouthing, spreading rumours
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of or focusing on the issue of sexuality
- Transphobic - because of or focusing on a lack of conformity to typical gender norms

Please see our Equality Policy for further guidance.

### **Possible Signs of Bullying**

Those being bullied may show changes in behaviour, such as becoming shy or nervous, feigning illness or clinging to adults. Their schoolwork may deteriorate. They may lack concentration or even truant from school.

### **Encouragement to tell (Disclosure by students being bullied)**

It is important that we create an atmosphere in school where anyone who is being bullied, or others who know about it, feel that they will be listened to and that action will be quick and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Everyone in the school must realise that not telling means that bullying is likely to continue.

### **Procedures**

Detailed procedures for staff are included in an additional document.

The exact course of action will vary with each situation but the main objectives should be that bullying incidents are brought into the open, discussed and strategies agreed to help resolve the problem. It is always important to make clear that:

- The bully's behaviour is unacceptable and the bullying must stop
- Everything that happens is carefully recorded
- The application of sanctions will depend on the individual circumstances of each incident
- Revenge is not appropriate for the victim
- The school will work with the parents of both the victim and the bully
- Support will be available for the victim
- Support will be available for the bully to help change his / her behaviour

## **Sanctions**

Where students do not respond to prevention strategies it will be necessary to use appropriate sanctions. (Please see Behaviour Policy.)

## **The School Curriculum**

The School Curriculum will be used to:

- Raise awareness about bullying behaviour and about the school's anti-bullying policy
- Challenge attitudes about bullying behaviour, and help build an anti-bullying ethos in the school.

There are many opportunities within the curriculum to raise awareness, to ensure all know the policy and to discuss bullying via

- Assemblies
- PSHE
- Form Time
- Group work / befriending / mentoring / mediation / assertiveness development

## **Monitoring and Evaluation**

This policy and accompanying procedures will be monitored and the effectiveness will be evaluated in the light of:

- numbers of students being bullied
- students' willingness to report incidents
- staff vigilance and response to bullying behaviour
- numbers of students and parents feeling secure about the school's response to bullying

## **Advice to Students**

Students should:

- Remember that all students have a right not to be bullied.
- Not feel ashamed if it happens to them.
- Report bullying straight away. Watching and doing nothing can suggest supporting the bully.
- Tell someone that you trust straight away.
- Ask parents / family or teachers for advice and help. If you are too scared to tell an adult on your own, ask a friend to go with you.
- KEEP ON SPEAKING UP AS LONG AS BULLYING CONTINUES.

## **Advice to Parents**

Parents should:

- Watch for early signs of bullying.
- Listen and take seriously comments which your child may make to you about bullying.
- Reassure your child that they are doing the right thing to tell you about the bullying.
- Contact the school immediately. Initially this should be the child's Head of Year
- Encourage your child to talk to someone they trust at school.
- Remember that you may be the first person to know of the bullying incident. Try to stay calm.
- Work with the school to draw up ideas that will help support your child both inside and outside of school

Should the problem persist, please inform the School. West Kirby Grammar School prides itself on good relationships and will do all in its power to ensure each child is happy and feels safe.

Please refer to a list of Heads of Year and key pastoral staff. This information is on the school website ([www.wkgs.org](http://www.wkgs.org))

### **The Senior Members of Staff with responsibility for this policy are:**

Mrs A Duffy (Headteacher) and Mrs K Cliffe (Assistant Head, Pastoral)

### **The Governor with oversight of this policy is:**

Ms S McClennon