



AYLESBURY
GRAMMAR SCHOOL
Founded 1598

ANTI-BULLYING POLICY

This policy is updated and approved by the Governing Body every five years
This version was approved December 2021
The next update will be due by December 2026

SIGNED: _____

Richard Williams (Chair of Governors)

ANTI-BULLYING POLICY

1. Introduction

- 1.1 The accepted broad definition of bullying is anything said or done to hurt, harass or intimidate someone else. This may be over a period of time or a one-off incident. It can be violent, aggressive behaviour of a physical, sexual or verbal nature, including threats, intimidation or teasing.
- 1.2 Every year more than 20,000 young people call ChildLine. These are some of the ways they describe bullying:
- being called names
 - being teased
 - being punched, pushed or attacked
 - being forced to hand over money, mobile phones or other possessions
 - getting abusive, sexualised or threatening text messages, e-mails or comments on social networking sites
 - having rumours spread about them
 - being ignored or left out
 - being picked on based on religion, gender, sexuality, disability, appearance, ethnicity or race.
- 1.3 Bullying is all too commonplace in society. It affects not only the victims of bullying but the bullies themselves and the silent majority who are not involved. Bullying can be easily overlooked, not least because those who are victims of it and/or those who witness it are reluctant to come forward. It can sometimes be over looked and wrongly described as 'banter.' This policy aims to combat bullying by ensuring that everyone knows what the policy is, that the policy is applied consistently and that everyone accepts and supports it.
- 1.4 This policy should be read in conjunction with:
- The Behaviour and Attendance policy
 - The Child Protection Policy
 - The Equal Opportunities Policy

2. Aims

- 2.1 The School's policy on bullying is consistent with the AGS ethos of RESPECT and with the aims of the wider policy on behaviour in particular.
- 2.2 This policy aims to promote a School community which is free from the fear of threat or intimidation by:
- ensuring that all students accept that bullying of any kind will not be tolerated
 - raising awareness that whenever bullying occurs it must be dealt with as effectively as possible, that it must not be ignored and that the prevention of bullying is everyone's responsibility
 - promoting a safe and caring atmosphere in which students can work freely and are able to come forward when bullying occurs, without fear of retaliation
 - identifying ways in which bullying can be prevented
 - indicating ways in which bullies and those who are the target of bullying are dealt with and supported
 - reassuring parents and the wider community that bullying will be dealt with as effectively as possible within the School.
 - understanding that to allow or condone bullying may lead to consideration under Child Protection procedures

3. Implementation

- 3.1 The School's attitude to bullying is very clear. Under no circumstances is bullying of any kind tolerated and the School will act swiftly and firmly when it is reported. All students are made aware that bullying is considered contrary to the School's value of respect and our expectations of reasonable behaviour. The School actively seeks to promote positive relationships and celebration of differences.
- 3.2 The School seeks to prevent bullying by creating opportunities for discussion, across the curriculum, of its serious and sometimes potentially tragic consequences. This may be on an informal basis or more formally as part of the curriculum. Discussion of aspects of bullying takes place across the curriculum but especially in PSHE, English, History, Drama, during Personal Development sessions and in assemblies. This includes consideration of issues such as social relationships, change of expectations on transfer to secondary school, peer group pressures and matters relating to race, sexual bullying, sexuality and what happens historically when bullying goes unchecked etc. The School participates in National Anti-Bullying Week, with a series of assemblies and PSHE activities.
- 3.3 Students who are new to the School are made aware of the School's policy on bullying as part of their transition process. Students are encouraged to come forward and inform staff, a prefect or a parent when bullying, involving themselves or others, occurs, without fear of retribution. Students are made aware that to remain silent when they have knowledge of bullying is to condone it and possibly encourage it in the future. It is important that students are aware and confident that staff are accessible and willing to consider cases of bullying. Some students receive training as Peer Mentors within the School and these students, alongside Buddies and Tutor Group Prefects, seek to be alert to issues of bullying and promote a culture of speaking out. The School has an anonymous Concern Form which can be used by students to report any incident of bullying. All Concern Forms are read by Safeguarding leads and they are always promptly followed up.
- 3.4 Parents are integral partners in the School's policy on bullying. Wherever possible, their support is encouraged in the School's aim to eliminate bullying and they are encouraged to tell the School about bullying concerns. The School also seeks to involve, where relevant, the wider community in its approach to bullying. This may involve liaison with the local School's police liaison officer, governors, parents, the education welfare service, school medical service, etc.

4. Monitoring and Evaluation

- 4.1 The School's policy on bullying, as an integral part of its overall behaviour policy, is regularly evaluated and incidents of bullying are recorded, including with different categories of bullying. Monitoring involves discussion with students, staff, parents and governors and a question about bullying and feeling safe is included every year in parent and student questionnaires. Issues raised by the responses to questionnaires are discussed within SLT and actions taken if necessary. The School acknowledges the need to regularly review ways of improving the quality of social relationships in the School, at all levels, as part of our self-evaluation process.
- 4.2 The School will continue to seek ways of creating a climate in which students and teachers actively co-operate in reducing the incidence of bullying. Bullying cannot be tackled in isolation. This anti-bullying policy is at the core of the School's ethos and the value it places on respectful relationships between students, between staff and between staff and students.

5. Policy Review

- 5.1 This policy is reviewed, updated and approved by the Governing Body every three years.

Appendix 1 - Advice for parents

Parents often feel angry or upset if they feel that their child is being bullied. Many students are good at hiding their feelings and the first you may know of the problem is when your child suddenly does not want to go to School. Other signs of bullying can include unexplained cuts and bruises, lost belongings, friendship problems, eating disorders, poor punctuality/attendance/School avoidance, reduced progress in School, loss of self-esteem and mood swings.

If you feel that your child is being bullied at School, you should encourage your child to speak to his Tutor/ Head of Year or other trusted member of staff. If he feels unable to do this you should speak as soon as possible to your child's Tutor or Head of Year and explain your concerns. Ask the staff member to look into the situation and try to resolve it. AGS has a range of support, actions and/or sanctions that can be used, depending on the seriousness of the situation.

If bullying continues the following steps may be taken and would be helpful:

- Keep a diary of what your child says is happening
- Speak to the Tutor/Head of Year again, explaining that the problem is still unresolved, giving as much detail as possible.

Remember that we cannot act on things we do not know about and it is difficult to act on information that is provided anonymously

Appendix 2 - The AGS 'Anti-bullying Code'

This document can be found in student notebooks/planners

Appendix 3 – Advice for students

If you are being bullied....

- Avoid places where the bullying normally takes place.
- Use your best judgment. Sometimes giving in to some demands can seem to help, but it is not a long-term solution and we would advise against this
- People who bully want to get a reaction out of you do not retaliate
- Try noting down dates, times and places of when the bullying happens
- Make sure you have got your friends around you most of the time
- Do not suffer in silence. Bullying is wrong - so tell someone about it (a friend, a Prefect, your Tutor, your Head of House, your Head of Year or another trusted member of staff)
- Do not give your passwords to anyone else
- Remember that we want to be able to support you

If you are being bullied on-line, via social media or by mobile phone....

- If you are being targeted by mobile phone, contact your service provider with details of the calls or texts that are causing you concern.
- Be very careful about who you share your number with and remember that you can block calls and messages from other numbers. You can also remove yourself from chat groups.
- Consider changing your mobile phone number. It is not fair that you have to do this, but it is an easy solution.
- Tell somebody what has been going on – your parent/carer or a teacher.

- If you are being targeted online or by email, contact your internet service provider, the social networking site or the company who provides your email. If you can produce written evidence of what has been going on, it may be possible to block the bully's account.
- Never give out your email address or other personal details in chat rooms
- If you receive unpleasant texts, snapchats or tweets or equivalent, keep a record of them and show them to a teacher or your parents

If you know someone who is being bullied....

- Do not ignore someone who is being bullied
- Try to be there for the person being bullied and encourage them to tell somebody
- Do not get into a fight on behalf of someone else
- If someone is in danger, get help right away from somebody who is in a position to help
- Tell someone about it (preferably a responsible adult) - they might be able to help the person
- Remember that you may also require some support

If you are bullying someone...

- It is not too late to stop bullying
- Ask yourself why you are behaving that way, do you really want to hurt or upset people?
- Are you taking out your anger on other people because of what is going on at home?
- Are you jealous of other people?
- Talk to someone about your situation as you may require support. People who bully others are often unhappy themselves
- Do you understand what could happen to you or other people as a consequence of your behaviour?

Appendix 4 - Advice for staff

All staff –

All staff are expected to deal with bullying whenever and wherever they encounter it. In a large majority of cases, bullying will be reported to the Tutor or the relevant Head of Year but all teachers should be alert to bullying behaviour and be pro-active in stopping it. In line with the Behaviour for Learning Policy, use a range of behaviour management strategies in all your lessons to establish an expectation of respectful behaviour. In lessons, forward planning should aim to achieve social inclusion of all students by carefully planning seating, management of groups and tasks.

Use prompt positive correction for lower level disruption (such as verbal put downs, taking of possessions, pushing and shoving) that targets individuals. A calm request to stop the behaviour and a warning that, should they continue, they would be engaging in bullying behaviour, is normally sufficient. Report all lower level concerns via iSams as an Information Referral. Remember this could form part of a bigger picture.

Make it clear that the School does not accept bullying behaviour and there is no place for this behaviour in this School. If the behaviour is repeated and/or if higher level bullying occurs, then the incident **MUST** be reported promptly via an Action Referral on iSams or a referral on Safeguard. A member of the pastoral team, normally the Head of Year, or a member of the SLT, will then follow up the incident. Staff must be explicit and clear about the precise nature of the bullying, using the language that the student(s) used.

Tutor/Pastoral staff –

The Tutor may be the first point of contact for both the student who has experienced bullying, and the student who has been doing the bullying. The Tutor has an essential monitoring role within the tutor group and should endeavour to help to develop respectful relationships and skills of community living. He/she may be in a position to identify potential bullying situations at an early stage.

If bullying is reported, you should follow these guidelines:

- Take all reports of bullying seriously. Reassure the student making the report that they have made the right decision to tell. Maintain an unprejudiced approach.
- Be prepared to listen carefully to all students involved. When investigating cases of alleged bullying, be aware of the need to listen to those who experience bullying, witnesses and bullies. This listening may take place at different levels such as talking with individuals or small groups directly involved, or discussion with a whole class or tutor group.
- Students should be interviewed individually. It is good practice to interview student doing the bullying first so they are given the first opportunity to give their side of events. Ask all those directly involved in the bullying incident and, if appropriate, selected witnesses nominated by both 'sides', to complete an Incident Report form. Make notes as you proceed.
- Discuss with the student who has experienced the bullying the possible actions that could be taken in order to empower them, give them the choice of how they would like the incident to be dealt with; ask him what he would like to happen next so that he does not experience this again and so that it does not happen to others. Offer the support of a safe area if deemed necessary (eg. Medical Room, StudentSupport area).
- Liaison with parents is required. Parents often hear about bullying before teachers and are potentially an important source of support both in detecting and dealing with it. Ensure that parents of those directly involved are notified as soon as possible by telephone that an investigation is being carried out – arrange to keep them informed of the outcomes and if necessary, invite them into School for a meeting.
- Once the investigation has been completed, the action that is required will be determined and communicated to all appropriate people. Sanctions and support are given on the basis of the particular circumstances of each case.
- Check with the student who has experienced bullying at regular intervals that the bullying has stopped. All incidents of bullying must be recorded on iSams as bullying incidents. All bullying incidents are monitored by the SLT via half-termly reports.

Appendix 5 - Useful information/contacts

Childline 0800 028 0285

NSPCC 0808 800 5000

Kidscape 08451 205204

Samaritans 08457 909090

Useful Websites:

www.anti-bullyingalliance.org

www.parentcentre.co.uk

www.antibullying.net

www.kidscape.org.uk

www.education.gov.uk/bullying

www.nspcc.org.uk

www.childline.org.uk

www.samaritans.org