



# PUDSEY GRAMMAR SCHOOL

EST. 1905

## Anti-Bullying Policy

This policy has been agreed by the Governing Body  
of  
Pudsey Grammar School

Ratified: Full Governors

Date approved: 25<sup>th</sup> September 2024

Date of review: September 2025

### **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. Pudsey Grammar School values and celebrates diversity and expects all stakeholders of our community to demonstrate respect towards others and together, make our school an enjoyable place of learning.

We want our school to be an environment which is safe, supportive and listening, where every member of the school community (governors, staff, students and parents) understand that bullying in any form by anyone (adults or students) and anywhere, is always unacceptable.

We expect everyone to take actions when bullying occurs. All pupils and parents should feel assured that allegations of bullying will be investigated promptly and effectively.

### **Being happy at school**

- A Charter of Pupil RIGHTS

As a member of Pudsey Grammar School, you have the right to be happy and enjoy learning. Furthermore, you have the right:

1. Not to be bullied.
2. To live your life in peace and safety.
3. To be an individual and be proud of being different.
4. To protect yourself by ignoring others or by walking away.
5. To tell a member of staff if someone is making you unhappy.

### **A Charter of Pupil RESPONSIBILITIES:**

As a member of Pudsey Grammar School, we expect you:

1. Not to be bullied.
2. To help one another.
3. to work with others to help stop bullying.
4. Not to be afraid of reporting any incidents to a member of staff.
5. To thrive and be happy at school.
6. To be successful and praise others for their successes.

### **What is bullying?**

Bullying occurs when there is an imbalance of power. Bullying is the repeated action of causing pain and/or distress to another person.

Bullying can be:

- Emotional - Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Non-verbal - Unwanted looks, isolating
- Physical - Pushing, kicking, hitting, punching or any use of violence

- 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 gender reassignment or gender dysphoria/LGBTQ+ (lesbian, gay, bisexual, transgender and queer (or questioning), plus other sexual and gender identities)
- Verbal - Name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls Misuse of associated technology, camera & video facilities

### **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. Students who are bullying need to learn different ways of behaving.

Pudsey Grammar School has a responsibility to respond promptly and effectively to issues of bullying and is committed to doing so.

### **Objectives of this policy**

- All governors, teaching and non-teaching staff, students 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 students 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. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Signs and Symptoms**

A student may indicate by signs or behaviour that he or she is 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
- doesn't want to go on the school / public bus
- 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
- Start 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 schoolwork
- 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 unusually hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

#### Procedures

1. Report bullying incidents to staff
2. In cases of bullying, the incidents will be recorded by staff
3. In confirmed cases parents/carers should be informed and where appropriate, be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
6. Provide support for both the victim and the perpetrator.

#### Outcomes

1. The perpetrator should be able to show empathy with the feelings of the victim and display a sense of genuine remorse for their actions. Other consequences may take place.
2. If appropriate and possible, the students will be reconciled
3. After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
4. In serious cases, fixed-term (or even permanent) suspension will be considered.

## **Prevention**

1. The different forms of bullying and their effects are identified within every student's school curriculum (PHSCE lessons, Form Time discussions and assemblies).
2. Engage in further awareness through the national campaigns to stop bullying.
3. Discussion of bullying, its effects and prevention should be openly discussed within forum groups.
4. Behaviour Support Workers and Academic Mentors will support some students, where appropriate, in discussing possible bullying incidents.
5. Students are encouraged to use the school's secure email communication system to directly message a member of staff known to them, regarding any concerns of bullying, either to themselves or others.
6. Students can use the 'Report a concern' tile on the homepage/student intranet. This can be anonymous.
7. Students can use the 'PSHE Questions' tile on the homepage/student intranet if they have any questions.
8. Students can access the student intranet at home by selecting online learning portal button on the school website
9. The School Council will be involved in discussing and shaping policies and practices in the school.

## **National events and calendared events**

The school takes part in and/or publicises the following to support the curriculum;

- National Anti-Bullying Week,
- National Bullying Awareness/Prevention Month
- LGBTQ+ events and celebrations throughout the year

## **Related school policies**

This school policy supports and expands on the references to anti-bullying appropriately included in:

- The school's Equality Information and Objective Policy
- The school's Behaviour Policy
- The Online Safety Policy
- Keeping Children Safe in Education Policy
- Relationships and Sex Education Policy
- Safeguarding and Child Protection Policy
- The 'Safeguarding and Wellbeing' page in the student planner has QR links to a number of relevant websites

The school recognises the guidance received from KIDSCAPE ([www.kidscape.org.uk](http://www.kidscape.org.uk)) in the construction of this policy.