ANTIBULLYING POLICY

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Key information

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Introduction

'Pupils will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus' (Department for Education, Preventing and tackling bullying.)

Everyone at the Greek Community School of Newcastle has the right to feel, welcome, secure and happy. These are the conditions that promote achievement and bring out the maximum potential of each pupil and teaching staff. We have a duty to take firm action to prevent, combat the spread of and deal with all forms of bullying. If not addressed, bullying of any type can have a negative effect on the wellbeing of the pupils, with potential adverse consequences throughout the school.

Under the Equality Act 2010, it is against the law to discriminate against anyone because of 'protected characteristics'. Bullying can create tensions that pose a threat to the maintenance of good order, behaviour and discipline amongst pupils and can undermine the authority of staff. It can put at risk the education of the pupils, and the values that our school seeks to promote.

Bullying is about taking away someone's self respect and confidence and using any behaviour that hurts, threatens or frightens them. **Here at the Greek Community School of Newcastle this type of behaviour, which can include racist remarks, jeering, swearing at, laughing at, name calling, isolating and all forms of physical violence will not be tolerated**.

Bullying negatively affects the atmosphere of a class and the ethos of the school. Stopping bullying and ensuring our pupils' safety is an important priority as bullying does not just affect the bullies and victims, it will also have an adverse effect on children witnessing it happening. It is essential that all staff should be aware of how bullying manifests itself, and the positive procedures that need to be implemented when responding to bullying.

Principles and Values

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. The school community has a duty of care to protect all of the pupils and provide a safe, healthy environment. Therefore we will seek ways to prevent and counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

Objectives of this Policy

As a result of this policy:

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

• All governors, 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/carers should know what the school policy is on bullying, and the actions they should take if bullying arises.

What Is Bullying?

The Anti-Bullying Alliance defines bullying as "the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online". Bullying may take many forms including, but not limited to, verbal, physical or emotional. It may include name-calling, teasing, jostling, punching, intimidation, extortion and assault. The victims suffer physical and/or psychological abuse of their persons, isolation, loneliness, embarrassment, insecurity, anxiety or fear arising from a threatening atmosphere which surrounds them.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying. The use of cyber-bullying now means that children can be bullied in, the journey to and from, or outside school with a potentially bigger audience. In these cases children can be targeted via text messages, interactive and digital technologies or the internet.

Bullying behaviour can therefore be:

Physical	pushing, poking, kicking, hitting, biting, pinching etc.
Verbal	name calling, sarcasm, spreading rumours, threats, teasing, belittling
Emotional	isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion
Sexual	unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
Online /cyber	posting on social media, sharing photos, sending nasty text messages, social exclusion
Indirect	Can include the exploitation of individuals
Relational	A form of victimisation in which relationships with peers are manipulated

Bullying may be related to:

- Race, religion, nationality or culture;
- SEN or disability
- Appearance or physical / mental health condition
- Being in care, a young carer or otherwise related to home circumstances
- Sexual orientation (homophobic bullying)
- Sexist, sexual and transphobic

It may be online or in person.

An ethos to combating bullying

Prevention

The key to prevention is to create an inclusive culture within school. Any instances of derogatory language being used in school will be dealt with following our Behaviour for Learning Policy. Acceptance of derogatory language, even where there is no malicious intent, is essential to ensuring that all pupils and staff feel included, accepted and safe in our school.

We also actively celebrate differences and teach tolerance and respect. Our curriculum is designed to include and teach acceptance of all individuals regardless of their age, gender race, culture, religion, abilities or sexual orientation. This is also evident in the pastoral work that goes on and in our assemblies.

At Greek Community School at Newcastle we have a proactive approach to all aspects of bullying. We will use a variety of methods for helping children to prevent bullying through class assemblies and the curriculum. We will actively seek the views of stakeholders through the school council and various surveys.

Whole School approaches	Assemblies, discussion with the school council, annual Anti-Bullying week etc.
Classroom strategies	Delivery through the curriculum with time in class used to support students and explore issues related to bullying. Specific activities which operate on the social fabric of the classroom
Strategies for outside	Vigilance e.g. staff on duty.

Through our values we aim to promote an ethos of good behaviour and discipline where pupils treat one another and the school staff with respect and value difference and diversity thereby fostering good relations between pupils and staff, have an understanding of the value of education, and a clear understanding of how our actions affect others.

Our preventative work extends out of the classroom and school to implementing effective anti-bullying procedures is to proactively gather information by observation and opening dialogue with pupils about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. The playground, toilets, and other buildings must be visited regularly by staff on duty at break times as these are places where unwanted behaviour is more likely to occur as the pupils class them as unsupervised.

If a child feels that they are being bullied there are several procedures that they are encouraged to follow: (not hierarchical)

- Bullying may stop if it does not receive reaction or attention. Ignore it and walk away
- Be assertive but not aggressive. Tell children name-calling is not appropriate.
- Tell a friend
- Tell your School Council rep or Anti-Bullying Ambassador Peer mentor system
- Tell a teacher or adult whom you feel you can trust
- Write your concern and post it in the 'worry box'
- Tell a parent or adult at home whom you feel you can trust
- Contact a recommended outside agency e.g. Childline
- If it is on social media, take a screenshot and use any available report tool.

Action against bullying

As soon as a case of bullying has been investigated and confirmed, the school's discipline policy and procedures must then be implemented. The victim must be reassured that they are safe and that everyone is working together to make sure it does not happen again. Instigators must be challenged about their actions.

All staff should be aware of the school's anti-bullying policy and the procedures and mechanisms for its implementation.

- Each case of reported bullying must be **immediately** dealt with by the staff member to whom it was reported or who witnessed the concern.
- The school will provide appropriate support for the person being bullied – ensuring that they are not in immediate risk and involve them in decision making, as appropriate.
- All parties involved will be interviewed.
- All instances of bullying will be recorded including appropriate details regarding decisions and actions taken.
- Parents / carers of pupils involved will be informed.
- Children should be involved in the development of the school's response to the bullying experienced, which includes non-sanction based responses and in accordance with the school's discipline policy.
- Victims and bullies need to be given help, advice and support. External services may be required to support the pupil experiencing bullying or to tackle issues contributing to a child engaging in bullying. These should be monitored and reviewed when appropriate.

- If an offence has been committed the Police may be informed
- If a child is felt to be at risk of significant harm Early Help or Social Care may be informed.
- If possible, the pupils should be reconciled through restorative practice
- Parents/guardians of victims and bullies must be kept informed of the actions taken by the school, and encouraged to help the school make sure that the bullying does not recur.
- Where the bullying takes place off school site – including cyberbullying – the concern will be investigated fully. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with our behaviour policy.
- Where the incident causing concern involves a child from another school we will liaise with the other school to ensure that it is investigated and responded to, to ensure that there is no further recurrence.

Recording of Bullying Incidents

Staff will record all incidents of bullying, and the Head Teacher, Ms Despina Terpsiadou, will be notified. The designated Anti-Bullying Monitors are Ms Savina Iliadou and Ms Georgia Kara, who will oversee these reports and ensure appropriate follow-up.

In the case of racist bullying or hate crimes, this must be reported to the Head Teacher and the Local Authority.

In order to prevent recurring bullying, all incidents will be discussed with the relevant staff and parents of the children involved.

The Head Teacher will analyse behaviour regularly and ensure that appropriate work is being done with individuals, classes and year groups in response to trends noticed.

Advice to Parents

Your child may be worried about your reaction so please stay calm and thank them for telling you. Listen to them carefully and observe their behaviour taking any relevant notes that could help. Ask them what they would like to do. A good first step is to contact the school so that together we can help stop the bullying.

1. Report suspected bullying incidents to any appropriate member of staff including their teacher, Head of Year or member of the Board.

2. In cases of bullying, the incidents will be recorded by staff and the Head Teacher notified.

3. Parents/carers should be informed and may be asked to come into school to discuss the problem.

4. In the case of cyberbullying, take screenshots of the bullying activity to assist investigation.

5. If necessary and appropriate, police will be consulted.

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you believe to be the bully or by speaking to their parents.

2. Encourage your child to retaliate or bully others.

Both of these will only make the problem much harder to solve.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Pupils who have perpetrated the bullying will be helped by:

- Recognising that happy children don't bully.
- Discussing what happened, establishing the concern and the need to change.
- Informing parents to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

Supporting Adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable. Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Head Teacher/ Chair of Governors.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school's discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the Head Teacher/ Chair of Governors to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required. Note: Specific guidance is available for school leaders regarding dealing with complaints made on social networking sites by parents/carers: www.kelsi.org.uk/child-protection-and-safeguarding/e-safety

HELP ORGANISATIONS:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
  www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice:
  www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS)
  www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW)
  www.endviolenceagainstwomen.org.uk o A Guide for Schools:
  www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf
- Disrespect No Body:
  www.gov.uk/government/publications/disrespect-nobody-campaign-posters

- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying