

GROSVENOR GRAMMAR SCHOOL  
**ANTI-BULLYING POLICY**

**1. DEFINITION OF BULLYING**

Bullying, whether it is intentional or not, is repeated behaviour which makes other people feel uncomfortable or threatened. While repetition gives bullying its oppressive and frightening quality, individual incidents of bullying are also significant, and will be recognized and dealt with as such.

1.1 There are different forms of bullying; the four main types include:

- Physical:** hitting, kicking, throwing things or using implements to cause deliberate injury to another pupil; spitting, deliberately damaging, destroying, taking or hiding another pupil's belongings (including money).
- Verbal:** name calling, teasing, insulting, taunting or disparaging a pupil.
- Emotional:** being unfriendly, excluding, tormenting, spreading rumours, giving looks, sending unpleasant notes, and
- Cyber:** making nasty or threatening phone calls, or sending nasty or threatening text messages or emails. Posting humiliating, abusive or threatening comments, images, or videos on, for example, chat rooms, instant messenger or social networking sites.

People react differently and it may not always be possible to tell if someone is hurt or upset.

**2. AIMS**

Grosvenor Grammar School is a closely knit community in which all its members are entitled to equal rights, opportunity, respect and worth.

The aim of our *Anti-Bullying Policy* is to clarify for students, staff and parents that bullying is totally unacceptable. In Grosvenor, we wish to encourage an environment where independence is celebrated and individuals can flourish. We believe that every student has the right to be safe and happy in school and to be protected from bullying. In order to fulfil these objectives, this school adopts a strong and active anti-bullying stance and this policy will ensure that the School complies fully with guidance issued by the Department of Education (NI) and relevant legislation.

**3. PROCEDURE**

- 3.1 In Grosvenor, we aim to create an atmosphere where students who are being bullied, or others who know about it, feel that they will be listened to and that action taken will be swift but sensitive to their concerns. It is, therefore, essential that the School is made aware of any bullying incidents as soon as they arise.
- 3.2 Bullying is considered to be, and is treated as, a serious offence. The bully must be made aware that this behaviour is unacceptable and has caused distress. The victim must realise that retaliation is inappropriate. Every effort will be made to resolve the problem by arranging pastoral support for the target pupil, and for the bully (if they so wish), and if appropriate, sanctions will be applied. In serious cases, counselling will be offered to both parties.
- 3.3 Parents of those involved will normally be informed of what has happened and how it has been dealt with.
- 3.4 If the bullying behaviour continues, then further sanctions will follow. These sanctions will be decided by the Head of Year and / or Head of School in consultation with the Vice Principal in charge of Pastoral Care; by taking into account the nature of the incident. Those who persist in bullying after having been warned to stop will be dealt with in accordance with appropriate sanctions outlined in the School's *Behaviour Policy*. It is important, however, that counselling is facilitated for both parties, even when sanctions have been applied.
- 3.5 The School may request the involvement of outside agencies.

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**4. THE SCHOOL COMMUNITY**

**4.1 To Students**

If you are being bullied or you know that someone else is, please inform a teacher immediately so that it can be addressed. Not telling means that the victim will continue to suffer and the bully will carry on. Everyone has a responsibility to make sure that bullying is not allowed to continue in Grosvenor.

**4.2 To Parents**

If you think that your child may be being bullied or he/she tells you that they are, please inform your child's Form Tutor / Head of Year and / or Head of School straight away. Reassure your child that it will be dealt with sensitively, but firmly. Where it is discovered that your child is being bullied or is directly involved in bullying, you will be contacted so the School can discuss with you how the situation can be improved and any necessary action taken.

**4.3 To Staff**

If you think that bullying is happening, talk to the pupil or pupils concerned and enquire what has been happening. Ask the pupil(s) to write it down and make a record yourself so that this can then be passed onto the appropriate Form Tutor / Head of Year and / or Head of School. It is the School's view that the most effective way of dealing with bullying is through the persistent and determined action of all members of staff. All incidents of bullying must be recorded and dealt with appropriately, according to the *Anti-Bullying Policy* and the School's *Behaviour Policy*. Each incident must be recorded. The Head of Year should collate all incidents of reported bullying on a monthly basis (to include steps taken and outcome) and report to the relevant Head of School. The Head of School and Head of Pastoral Care will then, in conjunction with the Pastoral Team, decide upon and implement any further strategies necessary to address the number and nature of incidents occurring. Members of staff need to be particularly vigilant at break and lunch times; around the circulation spaces between lessons and in the areas of the playground and the toilets. These are times and places where victims are more vulnerable and bullying is not easily detected. Staff should also be aware of inappropriate language or actions by pupils in the classroom and try to prevent such behaviour.

**5. The School will support this *Anti-Bullying Policy* by:**

5.1 Using teaching methods which encourage cooperative work and a variety of groupings so that students extend their relationships beyond a small group of friends.

5.2 Dealing with the topic of bullying, in a way which explores why it happens and gives alternative ways of behaving and dealing with difficulties. This will be covered in assemblies and in each of the year groups as follows:

**Year 8:** As part of their Personal Development programme and during Form Time.

**Year 9:** As part of their Personal Development programme and during Form Time.

**Year 10:** As part of their Personal Development programme and during Form Time.

**Year 11:** As part of their Personal Development programme and during Form Time.

**Year 12:** During Form Time.

**Year 13:** In Tutor Group time.

**Year 14:** In Tutor Group time.

6. Grosvenor Grammar School recognises the serious impact that bullying may have on individual lives, and will do everything possible to eradicate this and deal with the root causes using appropriate strategies. Support mechanisms will be put in place for both parties.

**7. REVIEW & EVALUATION**

This Policy will be reviewed and evaluated annually by the Safeguarding and Child Protection Team in consultation with the Head of Pastoral Care and the School's Pastoral Team.

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Other supporting Agencies

- ABC (Anti-Bullying Campaign) 071 378 1146 Mon-Fri 9.30 am to 5.00 pm
- Childline 0800 1111
- Kidscape 071 730 3300
- Children's Law Centre 028 9024 5704
- NICCY - Northern Ireland Commissioner for Children and Young People
- Other services available locally are:
  - Education Welfare Service - Education Authority
  - Social Services Department
  - Samaritans
  - Save the Children
  - NSPCC
  - Barnardos
- Northern Ireland anti-Bullying Forum [www.endbullying.org.uk](http://www.endbullying.org.uk)

Pastoral Care in Schools; Promoting Positive Behaviour (DE, 2001)

Effective Responses to Bullying Behaviour (NIABF, 2013)

The Education and Libraries (Northern Ireland) Order 2003

Northern Ireland anti-Bullying Forum [www.endbullying.org.uk](http://www.endbullying.org.uk)

DE Circular 2017/04 - Safeguarding and Child Protection Schools

Safeguarding & Child Protection – A Guide for Schools, 2017