

Brighton Grammar School

ANTI BULLYING POLICY

All members of the Brighton Grammar School community have the right to be in an environment free from fear, intimidation and harassment. All students have the right to feel safe and comfortable at school and to be treated with understanding and respect by others. Bullying in any of its forms will not be tolerated in our school community, and will be treated seriously.

DEFINITION

Bullying and harassment are forms of abuse. Bullying occurs when someone repeatedly uses their power to hurt or intimidate others. Bullying can be verbal, physical, emotional, electronic or sexual. It may be planned, spontaneous or even unintentional.

BULLYING BEHAVIOUR

Examples of bullying behaviour include the following categories:

Verbal bullying: name calling; "put-downs"; teasing comments about another's appearance, or another's social, cultural or religious beliefs; threats; offensive acronyms; spreading malicious rumours; belittling others' abilities and achievements; negative references to family or ethnic background.

Physical bullying: hitting; poking; pushing; punching; kicking; tripping, spitting; invading personal space; stand over tactics; taking or hiding or damaging belongings; circulating offensive notes; offensive graffiti; non-verbal signs and gestures such as 'dirty looks' which are designed to intimidate.

Emotional bullying: ignoring; excluding; ostracising; alienating; influencing others not to like or associate with them; controlling or dominating someone by withdrawing or threatening to withdraw friendship; pressuring others to act against their will – such as giving up possessions, money; providing homework for copying or stealing.

Electronic bullying: offensive text messages or e-mails (MSN); putting offensive material on the internet.

Sexual bullying: taunts about body parts and development; teasing about sexual orientation; notes or pictures depicting sexual content.

All members of the School community have a responsibility to respond to incidents of bullying.

THE SCHOOL UNDERTAKES TO:

Provide a supportive environment to encourage positive relationships between students, staff and parents.

Provide curriculum material to will help develop appropriate social skills, positive relationships and resilience.

Provide counselling to students in dealing with conflict resolution; to those on both the giving and receiving ends of bullying and harassment.

THE SCHOOL REQUIRES STUDENTS TO:

Refuse to be involved in any bullying situation.

Take preventative action and report actions of bullies.

Help break the code of silence which often surrounds bullying by speaking out about incidents of bullying they experience or observe

THE SCHOOL REQUIRES STAFF TO:

Promote a positive and caring environment for all.

Model appropriate language and actions for students at all times.

Respond sensitively to signs of distress or suspected incidents of bullying.

Actively circulate around the school grounds during supervision duty, both observing and participating in student activities.

Encourage students to both speak out about bullying and to take steps to help people who are being bullied.

Intervene in situations where bullying is directly observed.

Follow the procedures for all reported incidents of bullying.

Discourage activities which enable exclusion e.g. distribution of invitations in class, choosing of working groups by students; saving of seats.

PARENTS ARE EXPECTED TO:

Actively promote a positive and caring environment for all, including modelling the desired standards of behaviour at home and when visiting the school.

Develop and maintain an awareness of issues related to bullying.

Discuss issues and strategies with their children to develop relationship skills and understanding. Communicate with the school any signs of distress in their children.

Discuss with their children any incidents of bullying and strategies to deal with them.

INTERVENTION (JUNIOR SCHOOL):

An incident of bullying or harassment might be reported by a student, parent, or by a member of staff.

All students identified as being involved in a bullying/harassment incident for the first time will be interviewed by the staff member who observed the incident or to whom it was reported. The staff member will discuss the incident with the students involved, focusing on acceptable behaviour, and will report this to the Classroom Teacher, who will record details of the incident.

A second reported incident will be recorded by the Class Teacher and discussed with the appropriate Coordinator (Lower Primary Coordinator/Deputy Head of Junior School). Students who are involved in a further incident will be interviewed by the Head of Junior School, and parents informed. Follow up meetings with the Head of Junior School may occur. Counselling may be recommended for the victim and/or perpetrator of the bullying.

Students who continue to be involved in ongoing bullying will be interviewed by the Head of Junior School together with their parents. Appropriate action, which may include detention, mediation, suspension or expulsion will be taken.

INTERVENTION (ROSSSTREVOR AND SENIOR SCHOOL):

An incident of bullying or harassment might be reported by a student, parent, or by a member of staff.

All students involved in a bullying/harassment incident for the first time will be interviewed by the staff member who observed the incident or to whom it was reported. The staff member will discuss the incident with the students involved, focusing on acceptable behaviour and will report this to the Head of Year.

Students who are identified as being involved in a further incident will be interviewed by the Head of Year and parents will be informed. Counselling may be recommended for the victim and/or perpetrator of the bullying.

Students who continue to be involved in ongoing bullying will be interviewed by the Deputy Headmaster of the Senior School or Head of Rosstrevor. Appropriate action, which may include behavioural contracts, detention, mediation, suspension or expulsion will be taken.