



HARROGATE
GRAMMAR SCHOOL
EXCELLENCE FOR ALL

Policy: Bullying and Harassment Policy

Member of Staff Responsible

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Anti-Bullying

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“Everyone is an insider, there are no outsiders – whatever their beliefs, whatever their colour, gender or sexuality” – Archbishop Desmond Tutu, 25 February 2004

1. Rationale

Every member of the community of Harrogate Grammar School has the right to learn in a secure and caring environment to realise their true potential in all aspects of school life, free from humiliation, intimidation and abuse. They also have the responsibility to contribute; in whatever way they can to the protection and maintenance of such an environment. The school does not tolerate bullying, and all incidents are taken seriously. Sanctions could include exclusion from school.

2. The Ethos of Harrogate Grammar School

Within the school community we aim, through our commitment and responsiveness, to provide opportunities for all students to fulfil their potential as individuals. To achieve this, we are strongly committed to creating an atmosphere of tolerance and mutual respect in which students take on responsibilities which encourage growth, school values and development.

3. The Aims of the Anti-Bullying Policy

- 3.1 Give clear guidelines to students, staff and parents/carers
- 3.2 Create a climate of openness and support
- 3.3 Enable teachers to maintain a consistent approach to bullying
- 3.4 Demonstrate that as a school we will not tolerate peer on peer abuse
- 3.5 Through the school's Personal Development Programme, Big Picture sessions and Assemblies, we aim to make all students aware of the needs of others

4. What is Bullying?

There is no legal definition of bullying. However, our definition is: Bullying is the intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can happen face to face or through cyberspace. Bullying is defined as repetitive behaviour by an individual or group that hurts another individual or group, either physically or emotionally.

Bullying is generally taken to mean any sort of physical or psychological intimidation. It could hurt, threaten or frighten someone and cause distress. There are several kinds of bullying. These may be exhibited by an individual student towards another individual, by a group towards an individual or by one group to another. It can include personal, sexual or racial harassment and bullies can frighten so that a person does not want to go to School.

4.1 What does bullying consist of?

It can include:

- (a) Physical – hitting, kicking, pushing, spitting, pinching, sexual assault, throwing things, extortion, stealing, hiding or damaging belongings
- (b) Verbal – name calling including about appearance, mockery, insulting, making offensive remarks, sexual innuendo, threatening
- (c) Psychological – spreading unpleasant stories about someone, exclusion from social groups, being made the subject of malicious rumours, intimidation, graffiti, defacing

- of property, display of pornographic, classist, disablist, homophobic, racist, bisexual phobic, transgendered phobic, sexist or sexual material
- (d) Cyber bullying – the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature

4.2 **Who bullies?**

Anyone has the capacity to bully. Those who perceive themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti-bullying work in schools.

4.3 **Who is bullied?**

Anyone can be bullied – student, parent/carer/guardian or staff member. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, academic ability, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour. Frequently the perceived difference comes from labelling an individual as part of a group. Such bullying would then be designated as classist, disablist, homophobic, racist and religious, or sexist. People can be a member of more than one group.

4.4 **It can take many forms including: -**

- Sending offensive texts/messages by mobile phone or via apps
- Picture/video bullying via mobile phone and other device cameras including iPads
- Phone call bullying via mobile phone
- Email bullying
- Chat Room bullying
- Bullying via Instant Messaging
- Bullying via Websites
- Bullying via social networking sites
- Bullying via gaming sites (voice over)
- Uploading images to the Internet which may cause upset

4.5 At Harrogate Grammar School we understand that sometimes there is relational conflict between students. This is not defined as bullying where there is a balance of power. However, where there is unkindness between students the pastoral team will endeavour to support students and re-emphasise our core values.

5. **What is Harassment?**

- 5.1 Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident can amount to harassment
- 5.2 It also includes treating someone less favourably because they have submitted or refused to submit to such behaviour in the past.
- 5.3 Unlawful harassment may involve conduct of a sexual nature (sexual harassment), or it may be related to age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. Harassment is unacceptable even if it does not fall within any of these categories.

5.4 Harassment may include, for example:

- (a) unwanted physical conduct or “horseplay”, including touching, pinching, pushing and grabbing
- (b) unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless)
- (c) offensive e-mails, text messages or social media content
- (d) mocking, mimicking or belittling a person’s disability

A person may be harassed even if they were not the intended “target”. For example, a person may be harassed by racist jokes about a different ethnic group if the jokes create an offensive environment.

6. Reporting Bullying/Harassment

Students

- If you are being harassed or bullied, consider whether you feel able to raise the problem informally with the person responsible. You should explain clearly to them that their behaviour is not welcome or makes you uncomfortable.
- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Tell your Year Manager, a teacher or any other adult in school you trust if you have been a victim of, have witnessed or suspect bullying is taking place.
- Use the REACH out app to report, to the Designated Safeguarding Lead, incidents happening to you or if you witness something.
- Tell a parent/carer.
- Tell them again if the bullying does not stop in school or if it continues outside school.
- Talk to your friends about it and say no to the bully.
- Report instances of cyberbullying which you see or hear about.
- Do not retaliate or respond to upsetting texts.
- Copy and paste hurtful messages received via instant messaging, email and social media.
- Block individuals who upset you.
- Ensure social networking sites are only accessible to invited friends.
- Tell an adult if you know that someone else is being bullied.
- If you feel threatened walk away and find support.

Parents/Carers

What to do if you think your child is being bullied:

- Contacting their child’s Form Tutor by email
- Contacting their child’s Year Manager
- Contacting the Director of School
- Year 12/13: Contact the Head of Sixth Form or Sixth Form Student Support Officer
- If your child needs escorting home, meet him or her round the corner, not at the school gate
- Do not encourage retaliation. This rarely helps and may only make things worse for your child

- Learn how your child uses information and communication technology and familiarise yourself with safe practice

Staff

- Be vigilant and report any issues
- Listen to students who approach you to report any incidents of bullying or harassment
- Reassure the victim they have done the right thing
- Pass on the information to the relevant Year Manager and Director of School

7. Investigation

We will investigate any complaints in a timely and confidential manner. The investigation will be conducted by the most appropriate member of staff depending on the level of severity.

Any investigation in to alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- (a) The victims will be talked to along with other witnesses and statements will be taken
- (b) The accused will be talked to, to get their version of events
- (c) Other staff, students and parents will be involved, where needed
- (d) Parents/carers will be kept fully aware
- (e) A record will be placed in all the involved students' files
- (f) All students will be made aware that such behaviour will not be tolerated

8. Outcomes

- The student who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident and may include counselling through the Cluster service or in more extreme cases, referral to external agencies such as CAMHS.
- Students who have displayed bullying behaviour will be issued sanctions in line with the school's [Respectful relationships and behaviour policy](#).
- Parents of those bullied and bullying will be notified of the outcomes of the investigation – please note exact sanctions may not be shared with the family of those bullied.
- A 'Repair and Restore' meeting may be set up to take place as soon as possible. This is the process where both parties get an opportunity to achieve closure through mediation by trained staff and/or students. This will only take place where appropriate.

9. The School's Approach to Bullying – A telling School

The school's approach is to emphasise prevention as well as the taking of appropriate action when necessary. It is the school's intention to create a caring environment in which any student who feels threatened can TELL a teacher or trusted adult. Not telling protects the bully and gives a message that he/she can continue such unacceptable behaviour. The action taken depends on the nature of the bullying. All subject teachers, form teachers and operational staff are vigilant both inside and outside the classroom. They should always find time to listen to students' concerns and employ a direct, clear and firm approach to enable the student to take an active role in finding a solution to the problem. Close and constructive communication between parents/carers and school is a key part of the process for successfully managing bullying incidents.

10. Important Websites and Organisations Offering Help and Support

If you do not want to speak to someone you know but need help and advice, you can:

- Ring Childline free and confidentially on 0800 1111
- Contact Kidscape on 0845 120 5204

Websites offering help and advice:

- www.anti-bullyingalliance.org.uk
- www.kidscape.org.uk/
- www.childline.org.uk/
- www.nspcc.org.uk
- www.beyondbullying.com/
- www.bullying.co.uk
- <http://www.youngcarers.net/>
- <http://www.youngminds.org.uk/>
- <http://www.victimsupport.org.uk/>
- <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- <http://www.minded.org.uk/>
- <http://www.familylives.org.uk/>
- <http://www.restorativejustice.org.uk/>
- <http://www.topmarks.co.uk/>

Cyber bullying

- <http://www.iwf.org.uk/>
- <http://www.thinkuknow.co.uk/>
- www.cyberbullying.org
- www.childnet-int.org
- <http://www.saferinternet.org.uk/>
- [Cyber Bulling](#)

LGBT

- <http://www.eachaction.org.uk/>
- <http://www.schools-out.org.uk/>
- <http://www.stonewall.org.uk/>
-

SEND

- <http://www.changingfaces.org.uk/>
- <http://www.mencap.org.uk/>
- [Help With Bullying | Bullying Advice | Kidscape](#)

Racism and Hate

- <http://www.annefrank.org.uk/>
- <https://tellmamauk.org/>
- <http://www.kickitout.org/>
- <http://www.report-it.org.uk/>
- <http://www.stophateuk.org/>
- <http://www.srtrc.org/educational>
- [Tell Mama: Report in Anti-Muslim Hate or Islamophobia](#)
- [Effectively challenging racism in schools : Mentally Healthy Schools](#)

11. Communication of the Policy

Students, Parents/Carers, Staff and Governors are made aware of the School's Anti-Bullying Policy through a variety of means including:

- The Personal Development Programme Years 7-11
- Assemblies
- The School's Website
- A statement regarding the availability of the Policy will appear in the New Year 7 Information Booklet
- Paper copies are also available on request from School

12. Reviewing the Anti-Bullying Policy

This Policy will be reviewed once every two years by the Governing Body.