

GREENFIELDS EDUCATIONAL TRUST
GREENFIELDS SCHOOL POLICY: ANTI-BULLYING
(Revised September 2015)

This policy should be read in conjunction with Greenfield's Behaviour Policy.

1 Definition of bullying

Verb: to treat cruelly, persecute, intimidate, frighten, oppress physically or morally by threat of superior force, to behave purposely in a cruel or intimidating way.
Concise Oxford Dictionary

Noun: a bully is a person who is habitually cruel to others weaker than him/herself.

2 Forms of bullying

a) Bullying can come in many forms and be motivated by race, sex, homophobia, religion, culture, gender, disabilities or special educational needs or even if a child is adopted or a carer. The bullying may occur directly or through cyber-technology.

Whatever the form, it is always someone (the bully) being cruel to someone else (the victim) weaker than himself or herself. Whatever form it takes, "it is a pattern of behaviour which results in another student feeling uncomfortable because of some real or perceived difference. It sometimes takes the form of taunts or "jokes" but can also include silent exclusion of a student by others, or a whispering campaign against them. More overtly, it involves physical violence or intimidation.

Whilst it is not our policy to force any students to be friends with other students against their will, we will not allow any student(s) to harass, bully, intimidate or in any way cause another student to feel unwanted, different or alienated. Greenfields has a zero tolerance policy on the subject of bullying."

(This definition of bullying is different from Child Protection issues where abuse is so severe it becomes a criminal offence and outside agencies become involved. That said, any perpetrator of consistent, extreme bullying where there is reasonable cause to believe that a child is suffering or likely to suffer significant harm, does move the matter into a Child Protection issue.)

b) Vulnerable children who have learning difficulties or disabilities are susceptible to bullying. Greenfields has a zero tolerance policy on bullying of children who fit into this category too.

c) Bullying can cause psychological damage and "bullying in school should be taken very seriously; it is not a normal part of growing up and it can ruin lives". DfE (Department for Education)

A8 & B1

3 The legal situation

The law requires that all staff involved in the education of children should:-

- a) promote good behaviour and exercise their functions with a view to safeguarding and promoting the welfare of pupils.
- b) prevent all forms of bullying among pupils and identify where there are concerns and take action to address them
- c) ensure as far as possible that pupils remain free from bullying or harassment. Where there is a child with special educational needs or a disability, the school must have effective means of communicating with the child and assessing its needs

4 Handling

- a) Acknowledge the problem when it does happen. In other words, confront it when it occurs, whether in the school playground or classroom, off-site in the case of cyber-bullying, or if it is reported in a parental letter or student report.
- b) Handle it immediately: Stop the bullying. Write reports giving factual data of who is involved and incidents. Route these to the Student Consultant and copy to the tutor of the students named. If a student continues to bully, report the matter to their Head of School for handling within 24 hours, including weekends, in a full written report.
- c) Both victim and bully are routed to the Student Consultant. In handling the bully, restrain just a trifle more than the compulsion to commit a bad action: or stated in another way, "the external threat need be just enough to make the internal pressure to do wrong the lesser of two discomforts". L Ron Hubbard, Educationalist and founder of Study Technology.
- d) Normal ethics gradients apply from there on according to the school's Rules and Ethics System and may result in expulsion. If the matter becomes a Child Protection issue, the Designated Person should be informed and report to the relevant outside agency.
- e) Educate the students: adopt a whole-school approach and teach the students how to handle a bullying situation and encourage them to always speak out. Use PSHEE materials, The Way to Happiness, drama, projects, literature, discussion and any other suitable material within the curriculum.
- f) Reward/acknowledge any child who helps to prevent bullying whether actively involved or as a bystander.
- g) Maintain the safety measures on the school internet and enforce the rules on mobile phones in school.

A8 & B1

i) All written records, reports and interviews of incidents of bullying are kept so that a clear picture of incidents throughout the whole school are recorded and patterns may be identified. This is done by the Student Consultant.

5 Training for Prevention

All staff must be familiar with this policy, the school's Behaviour Policy, the School rules as written for the Lower school, and the Rules and Ethics System, including the levels of Disciplinary Actions, issued for the senior school.

Staff must be willing to take action to reduce the risks of bullying at the times and in the places when and where it is most likely to occur.

Taking up point e) above, the following is also done as part of the initial training for new staff, as CPD training for existing staff, Boarding staff and School Visitors, or as part of the school's orientation programme for student teachers working in Greenfields as part of their teaching training.

All Staff

- 1 Understand the definition of "handle" as it is used in school.-
'to finish off, complete. Service and handling are the same thing.
When you give service, you handle.'
- 2 Read and understand fully the Way to Happiness precept number 19,
Try Not to Do Things to Others That You Would Not Like Them To
Do To You, also known as the "Golden Rule".
- 3 Read and understand fully the Way to Happiness precept number 20,
Try To Treat Others As You Would Want Them to Treat You, also
known as the positive version of the "Golden Rule".

These two precepts are the fundamentals of the school's anti-bullying policy and form the basis of correction.

They are taught in the Infants, Juniors and Seniors as organised and arranged by the Heads of Schools with their staff and at a level where their application to life can be understood by their students.

- 4 Read and understand fully the Way to Happiness precept number 6,
Set a Good Example.

All staff are expected to implement these precepts as part of their professional duties.

Veronica Tupholme
Trustee representative for Academics and Standards
December 2009 Reviewed December 2012

A8 & B1

Revised by Trust Management September 2015