

Frederick Gough School

Anti-bullying Policy

'DON'T DISS DIFFERENCE'



This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It links to our detailed anti-bullying strategy, Online Safety Policy, Safeguarding Policy and Positive Behaviour Policy. It also links to the Home-School Agreement.

The purpose of this policy is:

1. To eradicate any form of bullying when it occurs. Bullying can hide in all forms of work and play. In order to resolve bullying issues we encourage all parties to be open and honest with each other.
2. To protect and support those who are bullied.
3. To change the behaviour of the bully.
4. To ensure bullying incidents are dealt with using restorative practice.

Next Review Date: April 2026

SIGNATURES

Pupils:

(via the School Council)

**Staff Coordinator of
Anti-bullying:**

Rebecca Stokes

**Governor with
Responsibility for
Anti-bullying:**

Sgt J M Main

**Safeguarding
Lead:**

J Rosie

Headteacher:

B Lawrance

The Frederick Gough School approach to bullying is child led. Although this policy describes definitions and responses to bullying (both proactive and reactive), ultimately all strategies are led by the needs and wishes of the child.

What is bullying?

- Bullying is behaviour, usually repeated over time that intentionally hurts another individual or group, physically or emotionally. One person or a group can bully others.
- Bullying is behaviour, which deliberately makes another person feel uncomfortable, distressed or threatened.
- Bullying is repeated over time.
- Bullying makes those being bullied feel powerless to defend themselves.

Typically bullying might include:

- Hitting, hurting and fighting
- Unwanted or inappropriate physical contact
- Persistent name calling, teasing, mimicking
- Initiating or spreading rumours
- Ostracising / excluding
- Racial taunts, graffiti, gestures, sectarianism
- Sexual, sexist, transphobic or homophobic comments
- Threatening people, extortion
- Stealing, hiding or damaging property
- Use of internet and mobile phone to harass and upset individuals (Cyber bullying)

Why are we against bullying?

‘Every Child Matters’

- Everyone has the right to feel welcome, secure and happy
- We should treat everyone with consideration
- Bullying, harassment or expressions of hatred of any kind are unacceptable at our school.



What form does bullying take?

Bullies may pick on someone for no apparent reason, seizing on some aspect of the victim's appearance or personality as an excuse to bully them. This kind of 'mindless' bullying may be seen as 'harmless' fun by the perpetrators, but not by the victim. It is also bullying when a person is pressured to act against their will by others.

Bullying can sometimes take the form of harassment. This is defined as unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading or humiliating environment.

Bullying is not:

- Disliking someone
- Refusing to befriend someone
- Accidental physical contact on a single occasion
- A single act of telling a joke or making a negative comment about someone
- An argument
- An isolated act of aggression, confrontation or meanness
- A falling out between friends

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Starts to show a drop in performance at school
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullies others
- Changes their eating habits
- Is frightened to say what is wrong
- Is afraid to use the internet or their mobile phone
- Becomes nervous or jumpy when a cyber-message is received
- Gives improbable excuses for their behaviour.

Some people may not disclose they are victims of bullying for fear of repercussions, further intimidation or shame.

What causes Bullying?

People bully for different reasons.

The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

How can we prevent Bullying?

We should foster a clear understanding that bullying, in any form, is not acceptable. This can be done by:

- Ensuring our Anti-Bullying Policy and practice is effective. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships alongside a positive impact on learning and achievement.
- Praising those staff who are positive towards and supportive of an anti-bullying culture in the school.
- Implementing a curriculum which develops empathy and emotional intelligence.
- Treating any incidents seriously and dealing with them immediately.

Graduated approach to anti-bullying

Tier 1

Caring Community staff culture and ethos

Anti –Bullying Policy

Child Protection Policy

E Safety Policy

Whole school Behaviour Policy

Information in planner for pupils around Anti-Bullying Advice

Information on the website for parents and pupils

Anti-bullying information and self-referral form on the website

Information in the planner (Online safety, signposting, anti-bullying tips)

PSHCE and Citizenship lessons

Activities on Challenge Days

Monitoring and evaluation with regard to bullying in school, regular report to SLT/School Governors.

Designated school Governor with Anti Bullying responsibility

Links to regional and national anti-bullying initiatives

Peer mentor notice board advertising who the peer mentors are in school.

The 'Talking Shop' area at lunchtime run by peer mentors (Key staff -Rebecca Stokes)

With Me in Mind training with the Peer Mentors

12:20 Club

Digital Ambassadors

Student voice

Assemblies to address specific issues.

Circle Time

Website information section (Parents/pupils)

Staff CPD (Updates in the staff bulletin)

Peer mentors help with year 6 transition (Pen pals/ present in forms/tour of the school)

Tier 2

Self-referral by pupil by email, or pupil to approach a member of staff. Pupil personally approaches peer mentor/ Form Tutor /Class Teacher/ Non-Teaching member of the community or PCSO. All pupils to have a named 'go to' person in their planner.

Pupil, peer mentor, staff member highlights an issue they perceive to be bullying.

If the incident is judged 'low level' and a 'one off' incident, it can be dealt with in the following way;

Pupil meets with Form Tutor/Learning Coordinator/SLT or member of non-teaching staff. A simple discussion is carried out and recorded on a pink form if it is bullying (in line with definitions as set out in this policy), with suggested ways forward.

Review after a short period of time with parents when and if appropriate. The meeting is recorded and actions agreed with support strategies offered as needed.

School sanction to be used if and when appropriate.

Involvement of Students

We will:

- Canvas students' views on the extent and nature of bullying
- Ensure that all students know how to express worries and anxieties about bullying
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve students in anti-bullying initiatives and embedded messages in the wider school curriculum
- Publicise the details of help lines and websites
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.

Liaison with Parents/Carers

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers.
- Ensure that all parents/carers know who to contact if they are worried about bullying
- Ensure all parents/carers know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner
- Ensure all parents/carers know where to access independent advice about bullying
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying
- Ensure that parents work with the school to role model positive behavior for students, both on and offline.

Tier 3

If the incident of bullying is deemed to be serious, sustained or not yet resolved, it should be reported again, if necessary, to the Learning Coordinator or Senior Leadership Team.

A serious incident of bullying is defined as; 'one that is a prolonged and sustained over a period of time that causes another pupil serious emotional and or physical harm'.

A meeting would take place with parents, pupil, school and any other agencies deemed appropriate to develop a bespoke plan to meet the needs of the child.

The appropriate support strategies below can be used and also school sanctions if and when appropriate.

Support strategies implemented and carried out.

Home visits and parenting support

In school Social Worker.

Mediation

Restorative Justice

Anger Management Group

Circle Time

Self- esteem Group

In school CAMHS

Counselling

Nurture Group

12/20 Club

Educational Psychologist

Continuation of Behaviour Policy

What to do if parents feel the issue has not been resolved

If parents feel that the incident has not been resolved, they are in the first instance to speak to the Learning Coordinator. If they still do not feel it is resolved, they are to speak to a member of the Senior Leadership Team, and failing that, the Headteacher.

If parents want to take the matter further following contact with the Headteacher, they can obtain a complaints form from School Reception, which will be taken up by the Governors.

JR/BL/RE Reviewed and approved April 2025

Appendix 1 – Useful advice and support from the Anti -Bullying Alliance

- Family Lives (previously Parent line Plus) 0808 800 2222 - gives support and advice for parents on any aspect of parenting and family life, including bullying.
- Contact has a helpline for families with disabled children - they can give advice on bullying issues. You can contact them on 0808 808 3555 and visit their website for more information
- The Child Exploitation and Online Protection Centre (CEOP) Provides help and advice on cyberbullying, the Centre maintains a website called Think U Know for children and young people, and parents and carers about staying safe online.
- Internet Matters Provides regularly refreshed content to support parents and carers with all aspects of e-safety. Includes lots of advice on technology that can help you to protect your child online and helpful content relating to cyberbullying.
- Kidscape Provide workshops for children that need support with bullying issues as well as a helpline for parents and carers
- NSPCC has a free helpline for parents and carers - 0808 800 5000
- Ofsted Parent View website This website has an online questionnaire that allows parents and carers to give their views on their child's school at any time of the year. The questionnaire asks for parents for their opinion on 12 aspects of their child's school, from the quality of teaching, to dealing with bullying and poor behaviour, with a final question as to whether or not they would recommend the school to other parents.
- Red Balloon Learner Centres Red Balloon provide intensive, full-time education for children aged between 9 and 18 who feel unable to return to school because they have been severely bullied. There are Red Balloon Centres all over England, and they also have a programme of online support.
- Welldoing is an independent, UK-wide directory of therapists and counsellors who are all members of reputable professional organisations. There is a separate search function for children and adolescents in need of therapists and counsellors. It also supplies information and advice in the areas of mental health, wellbeing and development.
- Counselling Directory provides a huge support network of counsellors, enabling visitors to find a counsellor close to them and appropriate for their needs.
- Stop It Now. Confidential helpline about child sexual exploitation <https://www.stopitnow.org/>
- YoungMinds parent helpline: <https://youngminds.org.uk/find-help/for-parents/parents-helpline/>
- PACE (Parents Against Child Exploitation) have a parent helpline that can provide advice about online safety <https://paceuk.info/for-parents/telephone-support/>

- Report Harmful Content Online (provided by the UK Safer Internet Centre and South West Grid for Learning) have a website which has support about reporting content: <https://reportharmfulcontent.com/>