



Anti-Bullying Policy

Responsible Staff	(ACO) Deputy Headteacher
Governors Committee Responsible	Full Governing Body
Date Approved	November 2025
Review Date	Annually

Anti-Bullying Policy

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.

Definition

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone. It can be actively initiated by the bully or responsive/reactive such as shunning or isolating an individual. It can be perpetrated by a single individual or by a number of individuals acting together.

Bullying occurs in all schools and in the wider society as a whole, but this should never be used as an excuse to tolerate it. At Exhall Grange, we believe that bullying is unacceptable and should not be regarded as part of normal school life.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as e-mail & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Signs of bullying

Those who are being bullied may feign illness, may avoid mixing with other pupils, may be more withdrawn, may not wish to talk to other pupils or staff, or may, conversely, positively seek the companionship of staff, may have high absence record and /or may be underachieving academically. The following are signs to be aware of although this is not an exhaustive list:-

- is unwilling to go to school
- doesn't want to go on the school transport
- changes their usual routine
- becomes withdrawn anxious, or lacking in confidence
- nervous when speaking
- cries themselves to sleep at night or has nightmares

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- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received
- attempts or threatens suicide or runs away

These signs may not always point to bullying and may be indicative of other problems.

Where does bullying take place?

Research findings indicate that bullying can take place at any time, at any place in and around school. However, it is more likely to take place where there are low levels of direct supervision e.g. at lunchtimes and break times, in taxis, in toilets.

It is therefore, absolutely crucial that all staff on lunch, break and taxi duties should be punctual and vigilant.

How will Bullying be dealt with?

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

All staff should assume responsibility in dealing with bullying.

Staff should be aware of early signs of distress in pupils and be vigilant in seeking behaviours which might suggest bullying which is not obvious.

Listen carefully to reported incidents and take appropriate steps to deal with the situation.

Ensure that the victim knows that he/she has your support.

Information will be shared with key staff such as class/lead teacher, form tutor, Assistant Head, Deputy Head or Headteacher.

Cases of bullying must be recorded on CPOMS. In the event of major incidents of bullying information is required to be gathered from both the perpetrator and the victim.

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Parents/carers of both the perpetrator and the victim need to be informed and if deemed necessary invited into school to discuss the problem further to help resolve the issues and support positive strategies and next steps to ensure that the bullying behaviour does not continue.

A copy of any written reports and action taken will be recorded on CPOMS and all relevant staff should be alerted.

Positive outcomes will be sought which may include:-

- The perpetrator may be asked to genuinely apologise.
- Where possible the pupils will be reconciled via restorative discussions and approaches

Other consequences may include:-

- Detention with tutor
- Detention with Senior Leadership Team
- In serious cases, suspension or exclusion will be considered

After any incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

The situation may need to be mentioned in staff briefing so that all staff are made aware and can be sensitive to the situation.

Support for the Victim

Staff dealing with any potential bullying situation will ensure that the victim knows that they are supported and that bullying will not be tolerated. Victims should be encouraged to find supportive pupils with whom they can make friends. If they need counselling or an adult to talk to this can be arranged with the Health Centre. It is important to help victims to be more positive about themselves and more assertive towards others. They should also be encouraged to discuss the situation at home so that they are aware that parents/carers and school are working together. If necessary a referral to the school mental health and wellbeing team should be made to ensure that regular support is offered to the pupil.

Support for the Perpetrator

It is quite likely that he/she is a very unhappy, insecure person. Time should be taken to talk to the perpetrator and constructive advice given to help them change their ways. If deemed appropriate counselling or other wellbeing interventions may be introduced to support changes in behaviour.

How can we prevent Bullying?

At Exhall Grange we will foster a clear understanding that bullying, in any form, is not acceptable. This can be done by:

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- Developing an effective anti-bullying policy and practice to ensure that the school is a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships which will have a positive impact on learning and achievement.
- Taking every opportunity to inform pupils that bullying of any type will not be tolerated at Exhall Grange. Anti-bullying information is built into the curriculum through role-play, discussion, assemblies, posters, newsletter items etc. The various pupil forums within school such as school council and VI forum will be active in their campaign against bullies and will ensure that the anti bullying message has a high profile within school.
- Regular praise of positive and supportive behaviour by all staff.
- Commitment to work in school which develops empathy and emotional intelligence (SEAL).
- Participation in national and local initiatives such as Anti-bullying Week and the work of Warwickshire's Anti-bullying Partnership.
- Developing links with the wider community that will support inclusive anti-bullying education.
- Partnerships with external organisations to provide impact days/sessions relating to consent, bullying, online safety, friendships and relationships.

This policy of behaviour was written after consultation with staff, pupils, parents/carers and governors of Exhall Grange Specialist School.

It will continue to be evaluated in line with school developments and national legislation.

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Organisations That Can Help

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Kidscape - Has a wide range of publications for young people, parents/carers and teachers. Bullying counsellor available Monday to Friday 10 a.m. to 4 p.m.

2 Grosvenor Gardens, London SW1W 0DH

Telephone: 0207 730 3300

Fax: 0207 730 7081

www.kidscape.org.uk

Childline – provides help and advice about a wide range of issues, able to talk to a counsellor online.

Telephone: 0800 1111

www.childline.org.uk

Bullying on line

www.bullying.co.uk

Parentline Plus – advice and links for parents/carers

Telephone: 0808 800 2222

www.parentlineplus.org.uk

Parents Against Bullying

This website has been created for the victims of bullying and their parents/carers and is designed to extinguish anger and give hope during the process.

www.parentsagainstbullying.com/

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen.

www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting

www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools

www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement

www.childnet-int.org/kia/parents