



The Grange School Anti-Bullying Policy Effective from: July 2025

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The Grange School Anti-Bullying Policy

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At The Grange School we are committed to providing a supportive, caring and safe environment for all of our students so that they can learn without fear of being bullied. All members of the school community have the right to learn and work in a safe and secure environment.

Bullying of any kind is unacceptable in our school and will not be tolerated. If bullying does occur, all students should be able to tell someone and know that incidents will be dealt with promptly and effectively.

As a school we aim to embed a culture where any form of bullying is not tolerated and is routinely challenged by all stakeholders in the community. In addition to this any students or member of our community must feel comfortable in reporting bullying and be certain that it will be taken seriously and it will be dealt with promptly and in an appropriate manner in accordance with the school's expectations and anti-bullying strategy.

Bullying is defined as:

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video)". (DfE: Preventing and tackling bullying 2017).

Bullying can also be driven by prejudice including homophobia, racism or victimising those who have special needs or disabilities. It can include indirect bullying such as spreading rumours whether true or not and picking on students due to their personal situations at home.

Bullying can also be when a person is left out of a group, makes threats against someone else, damages or takes someone's property deliberately. It can also be when people are forced to do something they do not want to do.

All these actions are serious and adults must always intervene, but they may not always be regarded as bullying behaviour unless they are part of an ongoing pattern against the victim. Students should be encouraged to report any bullying they see.

A simple definition that can be understood by all is: 'a group or person repeating unkind behaviour to a group or individual'.

The following are protected characteristics and our role in school is to ensure that students are protected from discrimination in relation to these both in-person and online.

- Age
- Disability
- Gender reassignment (transphobia)
- Pregnancy
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage or civil partnership

Aims:

This policy aims to promote a school community which is free from the fear of threat or intimidation by:

- ensuring that all students accept that bullying of any kind will not be tolerated
- raising awareness that whenever bullying occurs it must be dealt with as effectively as possible, that it must not be ignored and that the prevention of bullying is everyone's responsibility
- promoting a safe and caring atmosphere in which students can work freely and are able to come forward when bullying occurs, without fear of retaliation
- identifying ways in which bullying can be prevented
- ensuring that the behaviour policy is applied consistently
- reassuring parents and the wider community that bullying will be dealt with as effectively as possible within the school
- understanding that 'banter' can go too far and, when this happens, it should be considered to be bullying
- Ongoing support for both victims and bullies
- Provide internet security, filtering and ICT usage education
- Have a group of students to support in raising the awareness of prevention and combatting bullying at The Grange. This group will be known as Friends Against Bullying (FAB).

Signs and Symptoms of Bullying:

It can be hard for adults, including parents, to know whether or not a child is being bullied. A child might not tell anyone because they are scared the bullying will get worse. They might think that they deserve to be bullied, or that it is their fault.

You can't always see the signs of bullying. And no one sign indicates for certain that a child is being bullied, but signs to look out for include:

- belongings getting "lost" or damaged
- physical injuries such as unexplained bruises
- becoming shy, withdrawn or unusually quiet
- being afraid to go to school, being mysteriously 'ill' each morning, or missing school
- not doing as well at school
- asking for, or stealing, money (to give to a bully)
- being nervous, losing confidence, or becoming distressed and withdrawn
- problems with eating or sleeping
- bullying others
- refusing to go to school, youth club or any other activity
- changes in mood – becoming depressed, angry, unhappy
- changes in behaviour, for example wetting the bed
- showing aggression at home with siblings and other family
- feeling anxious
- changes in sleeping and eating habits
- changes in friendships/friendship groups
- getting more headaches/stomach aches and other minor illnesses
- changes in behaviour/routines

With the amount of time young people are spending on the internet or on their phones, it is important to be able to spot the signs of cyberbullying. The biggest red flag for cyberbullying is a withdrawal from technology. If you notice a sudden change in computer or phone usage, talk to the child. They may be being cyberbullied.

As well as the above this may also include the following:

- suddenly stopping using technology or particular sites/apps/games
- being nervous or jumpy around technology, for example, when a mobile receives a message
- spending excessive amounts of time on devices connected to the internet
- hiding internet usage, using internet connected devices secretly, deliberately keeping out of sight when connected online
- displaying anxiety when kept away from devices connected to the internet.

Preventing Bullying

Creating a safe learning environment and anti-bullying culture that discourages bullying through the following:

- Safer Internet information sessions for students
- Anti-Bullying Campaigns throughout the year, including displays about Anti-Bullying
- Student supervision throughout the school day and during break and lunch times
- Providing safe places for vulnerable students to go at break times and lunchtimes e.g. Library / Support for Learning or Stapleton House
- Celebrate success and achievements to promote and build a positive school ethos
- Supervision of corridors between lessons
- Opportunities for students to discuss bullying issues in tutor time
- Assemblies
 - Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality
 - Regular reminders of the school policy and the sanctions available
 - Discussions around banter and when banter becomes bullying
- Sixth Form prefects / mediators working with 'Friends Against Bullying' group
- PSHCE lessons to develop the understanding of the nature of bullying, explore attitudes to bullying and develop the skills to deal with bullies.
- Safer internet use and health and safety embedded in ICT curriculum
- Parent Information Evenings e.g. Internet Safety
- Letters to parents (e.g. about sexting)
- Provide a range of approaches for students, staff and parents / carers to access support and report concerns.
- Take appropriate, proportionate, balanced, and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or effects students.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied including restorative justice approaches
- Train staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Use outside agencies to support students who have been bullying others this could include the police, mentors, social services and mentors.

What can you do if you are being bullied or you know someone who is being bullied?

Advice for Students

If you are being bullied or know someone who is being bullied, you should:

- Talk to an adult that you trust and take a friend with you if it helps.
- Do not listen to the bully when they say that you will be in trouble if you talk to someone. You are not doing anything wrong – they are.
- What you say will be passed to your Year Team Leader. You will be taken seriously.
- If you need it, there will be a place for you to go while the problem is being sorted out. Your Year Team Leader will organise this for you.
- Email the student support team – the email address is on the student help page on the school website.
- Use the student help button on the school website to find support from other agencies and advice
- Talk to a prefect or a peer mentor

Advice for Parents/Carers

Parents/carers often feel angry or upset if they feel that their child is being bullied. Many students are good at hiding their feelings and the first you may know of the problem is when your child suddenly does not want to go to school.

Keep an eye on unusual patterns of behaviour, take an active role in your child's education and enquire as to how your child's day has gone, who they have spent time with and how they spent unstructured time.

Parents are encouraged and advised not to take matters into their own hands or put things on social media but to speak to the school.

If you feel that your child is being bullied at school, you should encourage your child to speak to their Form Tutor / Year Team Leader or other trusted member of staff. If they feels unable to do this you should speak as soon as possible to your child's Form Tutor or Year Team Leader and explain your concerns. Ask the staff member to look into the situation and try to resolve it. We are able to deal with things discreetly if that is preferred and we have a variety of actions and / or sanctions that can be used, depending on the seriousness of the situation. If bullying continues, speak to the Form Tutor / Year Team Leader again, explaining that the problem is still unresolved, giving as much detail as possible.

Advice for School staff

If a student comes to you to say they are being bullied:

- Listen to what the student or the parent has to say carefully and be mindful how you follow up – many parents ask for discreet actions and this should be respected.
- Take it seriously.
- Record what they have said and pass the information to the appropriate Year Team Leader and record on an e-welfare form.
- Encourage the student to speak to someone that they feel can support them (friend, parent)

- Make it clear that they have made the right decision to tell.
- Offer the support of an area where they can go to in unstructured time if necessary.
- Offer continued support or signpost further support if necessary / where appropriate
- Be mindful of what the victim would like you to do and say to the bully
- Sanctions would be in line with the school behaviour policy

If you are bullying someone...

- It is not too late to stop bullying
- Ask yourself why you are behaving that way, do you really want to hurt or upset people?
- Talk to someone about your situation we are able to support you.
- Do you understand what could happen to you or other people as a consequence of your behaviour?
- We can offer mentoring and support in or out of school to help you.

Monitoring of bullying incidents

All bullying incidents shall be recorded on the behaviour log of individual students. The number of reported incidents will be reviewed regularly.

Bullying is also monitored via student and parent surveys.

Friends Against Bullying are student ambassadors who are to report back to the group about occurrences that they are aware of.

Outcomes of incidents can only discussed with parents / carers of the child.

Should a parent or student feel unhappy about the way the school has responded to an incident they should contact the Key Stage Leader or Deputy Head Pastoral. If the continue to feel it is unresolved please follow the complaints procedure.

External support / information

www.antibullyingalliance.org.uk

www.thinkuknow.co.uk

www.bullying.co.uk

www.beatbullying.org

www.kidscape.org.uk

Childline 0800 111 www.childline.org.uk

NSPCC 08088005000 www.nspcc.org.uk

Samaritans 08457909090

www.youngminds.org.uk

www.kooth.org.uk

www.youngcarers.net

Barnados LGBT hub www.eachaction.org.uk

Show racism the red card www.srtrc.org/educational

Stonewall www.stonewall.org.uk