

Anti-Bullying Policy



ASPIRE • SUCCEED • LEAD

BRADFORD GIRLS' GRAMMAR SCHOOL

Co-educational 2-11, Girls only 11-18

Feeling safe and happy at school

At Bradford Girls' Grammar School, we want to make sure that you feel looked after, safe and happy when you are in and out of school.

Sometimes we don't know if something bad is happening, so you need to tell us.

This policy looks at bullying, and what you can do when you feel you are being bullied, or when you notice someone else being bullied.

We can help you by:

- Helping you to know what bullying is.
- Teaching you what to do if you feel like you are being bullied, or if someone else is being bullied.
- Telling you names of staff members that you can speak to.



We can all help stop bullying at our school by:

- Making sure we keep to the **rules** in this guide.
- **Helping others** when they are in need.
- Being **kind, friendly** and **respectful** to others.
- Thinking about people's **feelings** before we say or do something.

Signed by:

_____	Headteacher	Date: _____
_____	Chair of governors	Date: _____



What is bullying?

A bully is someone who **hurts** another person **more than once**, by using behaviour which is meant to **scare**, **hurt** or **upset** that person.

At our school, we use the word '**STOP**' to identify bullying:

Several
Times
On
Purpose

It is important to remember that **single problems** and **falling out with friends** are **not bullying**.

Bullying is behaviour which is **repeated** on purpose and is meant to **upset** someone.

It is important to understand that the repeated actions of one person towards another **may** cause that person to **feel bullied** without any intention to hurt them. If someone asks you to stop doing or saying something, you should respect their feelings and stop.



Types of bullying

Bullying can be different things, and isn't just hitting or kicking another person.

Emotional bullying is hurting someone's feelings, leaving them out or bossing them about.



Physical bullying is punching, kicking, spitting, hitting or pushing someone.

Cyber bullying involves sending horrid messages over the internet or by text message.

Verbal bullying is teasing someone, calling them names or using hand signs. People can also use verbal bullying to be **racist**, **homophobic** or **sexist** or in reference to a person's **religious beliefs**.

Racist means bullying someone because of their skin colour, race or what they believe in.

Homophobic means bullying someone because of their gender or sexuality; calling someone gay or lesbian would be homophobic.

Sexist means bullying someone because of their sex (whether they are a boy or a girl).

Religious discrimination means being mean to someone because they have differing religious beliefs to you.



Bullying can be done through **another person**, by one person asking another person to say nasty things.



What should I do if someone upsets me?

If someone upsets you or hurts your feelings by accident, then that is **rude**.

You should let the person know that they have upset you. If they upset you by accident, they should apologise.

If someone upsets you or hurts your feelings once but on purpose, then that is **mean**.

You should tell them that they have hurt you. If they do not apologise or continue to be mean, then you should tell your form tutor or another trusted member of staff in school.

If someone continues to be mean after you, or a member of staff, have asked them to stop then this is **bullying**.

If you are being bullied you should:

- Ignore the bully and walk away.
- Tell an adult, such as your parent, carer or a teacher.

You should try not to:

- **Do** what the bully says.
- Let what the bully says or does **upset** you.

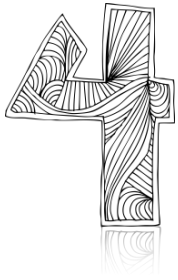
You should never:

- Get **angry** or hit them.



Always remember that if you are being bullied, it is **not your fault** and you are **never alone**.

You shouldn't be scared to **talk to someone** if you are being bullied. If you talk to a grown-up, we can work with you to ensure you are supported and to **make the bullying stop**.



What should I do if I see someone else being bullied?

If you see someone else being bullied, it is important that you **help** that person.

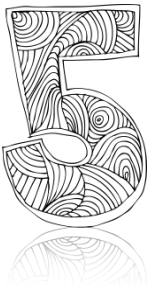
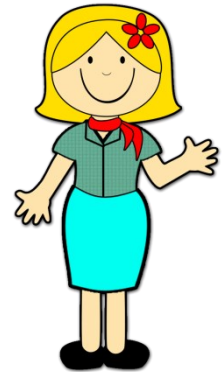
You should **never walk away** and **ignore** the bullying if you see someone else being bullied, because the bully will keep on upsetting that person.

If you can, and it is **safe**, tell the bully to **stop**, but never get angry or hit them.

Tell a grown-up, such as a teacher, as soon as you've seen someone being bullied.

Staff members can **stop the bullying** and make that person feel **happy** again.

You should **never feel scared** to tell someone about bullying.



Who can I talk to?

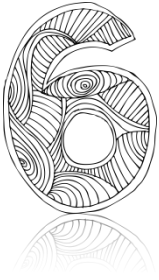
It is important that you **tell someone** as soon as you are being bullied, or you notice someone else being bullied.

Speaking to someone like your **mum**, **dad**, **carer** or **teacher** will mean that we can work with you to help you **feel happy again** and to **stop the bullying**.



The list below shows the **staff** at our **school** that you can speak to:

- **Your Form Tutor**
- **Your Year Leader**
- **Miss Harris**
- **Mrs Hussain**
- **Mrs Akhtar**
- **Mrs Osbourne**
- **Mrs Shah**
- **Any member of staff who you feel comfortable with**



What will happen if I tell someone I am being bullied?

The first thing we will do is ask you about what has happened. You may be asked to write a statement or a member of staff might write down what you tell them. You will be asked the name of the person who is bullying you and the names of any other pupils who have witnessed the bullying taking place. These people will then be asked to make statements about what they have seen, heard or done.

We will **contact your parents** to discuss what you have told us. We will arrange support for you in school to make sure you feel safe and happy.

If there is no evidence that bullying has taken place, support will still be offered. Our main priority in school is to make sure you feel happy and safe.

If the evidence shows that bullying has taken place, we will also take the following actions:

We will **contact the parents of the bully**.

We will normally **arrange a meeting** between you and the **bully**, with staff present, to try and sort things out. This normally works very well.

If the bullying continues after the meeting then we will normally ask the parents of the bully to come in to school for a **meeting**. At this point we may apply sanctions such as a detention.



For persistent or more serious incidents of bullying we can issue further sanctions such as Isolation or a Fixed Term Exclusion. This is **rarely** necessary and is never used as the first course of action.

Throughout the whole time, you will be given support in school. This may include a weekly or daily meeting with a trusted member of staff, specific arrangements around break and lunchtimes, further support from our nurture and mental health support team in school or other arrangements depending on what you and your parents feel would help.