



## **Grateley Primary School**

*A school where every child becomes a lifelong learner and realises their potential.*

### **Anti- Bullying Policy**

**Signed Chair of Governors: Vicky Rutherford**

**Reviewed: September 2024**

**Next review: September 2025**

## **Introduction**

We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to ANY cases of bullying should be a priority to ensure the safety and well-being of our pupils. In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Grateley Primary, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should follow school safeguarding procedures and report to the Designated Safeguarding Leader (Gemma Hill.)

This policy should be read in conjunction with:

- Positive Behaviour Management Policy
- Safeguarding Policy
- Child Protection Policy
- Grateley Vision and Values
- Equalities Statement

## **Bullying Definitions**

The DfES (Department for Education and Skills) offers the following definition of bullying. "Any behaviour which is the illegitimate use of power in order to hurt others is bullying behaviour".

At Grateley Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons.

## **Grateley School has a zero tolerance for bullying behaviour.**

All Schools have a duty to teach values, attitudes and skills, which foster mutual respect and care in their children. At Grateley, we teach these values through our Positive Behaviour Management Policy.

The purpose of this policy is to identify ways in which we aim to:

- Reduce the likelihood of bullying incidents occurring
- Respond to the needs of children who have been bullied and of those responsible for bullying
- Deal with incidents of bullying, should they occur

We consider bullying to be any repeated physical or verbal act of aggression, which is a wilful or considered desire to hurt, threaten, intimidate or frighten someone, singled out, whether by an individual or by a group.

There are different forms of bullying:

### **Physical Bullying**

The intentional and repeated hitting, kicking, or hurting someone or taking/damaging their belongings over time.

### **Verbal Bullying**

The intentional name-calling, insulting or degrading of another child repeatedly over time.

### **Indirect Bullying**

The intentional spreading of nasty stories about someone, excluding someone from social groups or sneering at someone.

### **Cyber-Bullying**

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

### **Racist Bullying**

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

### **Homophobic Bullying**

This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or Transsexual people.

### **Vulnerable Groups**

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children having caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Those suffering from health problems, including mental health

All children need to be supported within a safe environment where high standards of personal behaviour are expected in order for them to achieve their potential.

This policy should be read in conjunction with the following school policies:

- Safeguarding policy
- Child Protection policy
- E-Safety Policy
- Positive Management Behaviour Policy

All policies can be found on the school website. If you require a hard copy, please contact the school office.



## **Prevention**

Through the language of a Rights and Respecting School, we aim to:

- Promote the 3Bs (safe, ready and respectful) which demonstrate caring behaviour
- Encourage children to speak out about bullying
- Specify those types of behaviour which are considered to be bullying and make it clear that they are unacceptable
- Reward non-aggressive behaviour
- Sanction aggressive behaviour
- Identify opportunities to promote, in a positive way, people from minority groups and avoid stereo-typing
- Employ strategies to help new pupils settle into the school
- Efficiently supervise the children at break and lunch times

These aims will be achieved by a whole school approach of:

- Regularly reminding children of the importance of respectful and caring behaviour to be shown to everyone
- Encouraging communication on a one to one basis, through class sessions and in whole school assemblies
- Identifying opportunities for discussing issues surrounding bullying through
  - Drama/role play
  - Co-operative game playing
  - History topics
  - Circle time and the scheme of work for Personal, Relationships, Social and Health Education (PRSHE)
  - R.E.
- Reassuring new children who join the school.
- Warning perpetrators that such behaviour is unacceptable in our school.
- Planning for discussion about: people with disability, people from other cultures, people from other faiths through Health Education, Geography, R.E. and Literature
- Encouraging children to report incidents to staff by being accessible and helpful.
- Recording incidents of bullying; ascertaining risks and triggers.
- Putting into place procedures and interventions to minimise the risks of these behaviours being repeated.

## **Aims and Objectives:**

Bullying is wrong and damages children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable and to ensure a safe and secure environment is sustained for all pupils. At Grateley we are proactive in our approach in that we take every opportunity to promote appropriate behaviour in relationships through our programme of assemblies, personal and social education curriculum, reading curriculum and use of strategies such as circle time, Thrive and social skills. We aim, as a school, to produce a safe and secure environment where all children can learn without



anxiety. Our Behaviour policy places a strong emphasis on rewarding and praising good behaviour, whilst making clear the actions that children will face if they choose to behave inappropriately. We base our behaviour policy on Paul Dix's research.

This Anti-Bullying policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as curriculum time, pupils are given regular opportunities to discuss and understand what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-Bullying Week' is held to further raise awareness.

E-Safety is an important part of the curriculum and information for parents is included in newsletters and on the school's website. E-Safety information is shared periodically to raise parents' awareness of cyber-bullying and e-safety. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied in a way they are comfortable with. We strive for our pupils to have strong, trusting relationships with key adults which enables them to feel safe to notify a school adult if there is an incident that takes place.

### **The Role of Pupils**

Pupils have a responsibility to report to a member of staff any concerns they have about something which upsets them by speaking or writing a note to them. These reports are then investigated and addressed by an appropriate member of staff.

### **The Role of Parents**

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's Anti-Bullying Policy and to actively encourage their child to be a positive member of the school.

### **The Role of Staff**

Staff at Grateley Primary School take all forms of bullying seriously, and intervene to prevent incidents from taking place. All staff have a responsibility to address and report any bullying incidents or pattern of behaviours on CPOMs (school internal recording system). Staff should be vigilant in looking for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, going home for lunch, taking longer to get home, asking for money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

All reporting of Bullying type behaviour, including if any form of the word 'Bullying' is used either by parents or children, MUST be recorded on CPOMs and investigated. The adult investigating the report must investigate to identify whether the incident needs to be referred to the Head Teacher. If the incident report investigation establishes bullying, the names of the children should be recorded on the 'Bullying Referral' form and noted on the school electronic recording system 'CPOMs'. This must be followed up by the person investigating, recording, noting & sharing the outcome. The Head Teacher will make contact with families where bullying is identified and will oversee and manage cases. They will support staff in managing a situation and keep families informed of ongoing progress and updates at pre-agreed time frames e.g. fortnightly.

If we become aware of any bullying taking place, the process detailed above is started and concluded as soon as all children have been spoken with. This may involve support for their emotional wellbeing and support for both the victim of the bullying and the perpetrator. This may include specific actions for the child who has carried out the bullying, as per the school's behaviour policy. We spend time talking to the child who has bullied; we explain why the action of the child was wrong, and we endeavour to help this child change their behaviour in future. If a child is repeatedly involved in bullying other children, Parents are requested to attend a meeting to discuss the situation and to make clear what the next steps will be. In more extreme cases, for example, where these initial discussions have proven ineffective, the Head Teacher will seek advice from external agencies and will consider external or internal suspension for bullying. Teachers support all children in their class and seek to establish a climate of trust and respect for all. By sharing clear expectations, praising, rewarding and celebrating the success of all children, we aim to prevent any incidents of bullying. Bullying often happens outside of school. Where this is the case we support the pupil who is being bullied and educate the identified bully, taking extra care to observe those involved within school. School will inform parents of incidents we are made aware of and support families to the best of our ability. We will also inform/speak to the police / community police or make a referral to Children Services where appropriate.

### **The Role of the Head Teacher**

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all members of the school community are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The school keeps a log of any incidents that are considered to be bullying type behaviour. These will be monitored over time, to ensure that the same children are not reappearing frequently. These are recorded on CPOMs. The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The Role of Governors**

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the

governing body does not tolerate bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately and sensitively. The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy annually. Governors require Leaders to keep records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

### **Working with children - Teaching about bullying**

- Will be undertaken with individual or groups of children
- Children will be encouraged to report incidents to any adult
- Children will be taught to recognise that their class teacher is the person they may talk to in confidence
- Children are expected to understand the school rules (3bs) and the types of behaviour that are unacceptable
- The children will be regularly reminded, through assemblies and the curriculum, of the importance of showing respectful and caring behaviour to everyone
- The importance of respectful and caring behaviour to be shown to everyone will be regularly reminded to the children through assembly and curriculum
- Children will be spoken to respectfully
- All children will be noticed and valued
- All children will have access to rewards and privileges
- All children will be taught that effort is as important as achievement
- All children will know that the Head teacher is the Anti-Bullying Co-ordinator.

### **Communicating the policy**

- All staff and Governors will be given a copy of the policy.
- Parents will be made aware of the policy and a copy will be published on the school's website.
- Children will be made aware of the policy through the behaviour management policy and through other means e.g. the PSHRE curriculum.

Bullies who persist with this unacceptable behaviour may be at risk of being suspended from school. Such actions, if necessary, will be carried out according to the Positive Behaviour Management Policy and County Guidelines. Anti Bullying Guidelines were used in writing this policy. All staff are requested to read the Positive Behaviour Policy alongside this policy.

### **Monitoring and Review**

The Head teacher and Governors will regularly monitor this policy in order to ensure that it is fit for purpose and fully implemented. This policy will be formally reviewed every 3 years.

Say No to Bullying – Guide for pupils at Grateley Primary School

### **What can you do if you are being bullied?**

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

#### **Some ideas:**

- Try not to let the bully know that he/she is making you feel upset.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a Teacher, a Learning Support Assistant, a Midday Supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and give it to them or post in the 'worry box'.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone.
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Contact Childline: 0800 1111 or [www.childline.org.uk](http://www.childline.org.uk)

### **What can you do if you see someone else being bullied? (The bystander)**

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger.

#### **Some ideas are listed below:**

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff or trusted adult as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and give it to an adult or post in the 'worry box'.
- Call Childline: 0800 1111 or [www.childline.org.uk](http://www.childline.org.uk) for advice





