

GRANGE PRIMARY SCHOOL ANTI-BULLYING POLICY

Rationale

Grange Primary School teaches and models a set of values and beliefs. Our core values are:

- Love
- Hope
- Co-operation
- Respect

The school's behaviour policy upholds our values and outlines the standards of behaviour expected from our children, how we promote good behaviour and the consequences if poor behaviour is displayed.

Within the values of the school any bullying is totally unacceptable.

The school recognises that direct and indirect forms of bullying exist and that children need to be protected and advised against bullying. At Grange we are committed to preventing any form of bullying and harassment.

What is bullying?

We have defined bullying as:

Planned (deliberate, pre-meditated, intended to hurt someone); **unequal** (by age or number of people involved or an imbalance of power), **and/or aimed at certain groups**, because of race, religion, disability, gender or sexual orientation; and **repeated** (happens many times over a period). In most cases, it will be all three behaviours together that make bullying different from other unacceptable behaviours.

Bullying can take many forms and can include:

- Physical assault
- Teasing
- Making threats
- Name calling
- Isolating or excluding others
- Spreading rumours
- Cyber-bullying – “virtual” bullying via mobile phones or online using social networks, or group chat applications

Bullying and harassment can be racist, sexist, homophobic or attacking age or disability. It can be because a child is adopted or has caring responsibilities. It can be motivated by actual or perceived differences between children. Any bullying issues arising must be tackled, discussed and dealt with promptly and effectively. Teachers have the power to discipline children within school who misbehave (therefore bully) outside the school premises.

Stopping a physical threat to pupils is obviously the first priority for staff, but the effects of emotional bullying can often be deeper and more long lasting.

Aims

- To develop Grange Primary School as a caring community that is committed to preventing and combating bullying.
- To encourage a 'Telling School' where everyone: all children and staff take responsibility for their behaviour towards each other
- To support victims of bullying
- To support children found to be bullying so that their behaviour changes

The school meets these aims by:

- Promoting a positive ethos where success is celebrated
- Training and alerting all of the Grange community to recognise anti-social behaviour in school
- Supporting pupils to understand the difference between bullying and other hurtful and unacceptable behaviour by exploring the definition with them
- Discussing with pupils how a bystander can also be a bully
- Making explicit to pupils and staff through PHSE lessons, core values learning, the behaviour policy, Paths Plus, Philosophy for Children and Be the Best You Can Be that hurtful and damaging actions are not acceptable
- Celebrating differences and diversity. Discussing how perceived differences could motivate bullying
- Promoting tolerance and responsibility alongside our core values
- Creating an inclusive school, where everyone is made to feel welcome
- Consistently promoting e-Safety, making children and adults aware of the implications of cyber-bullying
- Promoting anti-bullying strategies
- Ensuring our children take responsibility for their own behaviour and attitude, besides that of others
- Ensuring that parents and carers are aware of and supportive towards the school's procedures and practices
- Challenging all pupils and adults on the effects of their hurtful or bullying actions and attitudes
- Planning and delivering a broad and balanced curriculum which will provide good emotional development, enabling our children to take their place in society
- Supporting the victims of bullying through the Pupil Development Centre (PDC), therapeutic work, such as story writing, mentoring or group work, enabling children to develop strengths and strategies to build self-esteem
- Enabling victims of bullying to build resilience
- Working with pupils found to be bullying through peer support approaches, friendship groups, PDC groups, counselling and support from external agencies, whilst also applying appropriate sanctions
- Combatting any form of bullying in the work place, by ensuring all staff follow the core values and staff Code of Conduct
- Encouraging children to tell if they witness bullying or are a victim of

bullying (the motto: 'Grange is a Telling School' or #telling)

- Informing parents if we find their child is a victim of bullying
- Informing parents if we find their child is perceived to have been bullying
- Encouraging positive playtimes, where children are active, sociable and adults are interacting fully with the children
- Committing staff to deal with every incident, however minor it may appear
- Listening to complaints and following them up, responding to what we have been told
- Following the schools' behaviour policy consistently
- Using positive messages and positive behaviour management strategies
- Promoting friendship and problem-solving routines for children
- Providing trained peer mediators and playground buddies at break times
- Making the consequences of bullying known to the children
- Ensuring that a child who has been bullied, or has displayed bullying behaviour, is not 'victimised' or labelled
- Encouraging staff and older pupils to be good role models
- Encouraging a strong 'sporting' ethos where it is good to succeed, whilst everyone's efforts are respected and celebrated

The 'Peer-Support Approach' to bullying incidences

All bullying incidences are taken extremely seriously.

1. The adult interviews the pupil who has been bullied (the adult would usually be either chosen by the victim, the first person they tell, or a leader on call)
2. The adult convenes a meeting with the people involved including those that have colluded, or simply watched
3. The adult explains the problem without blame but makes it clear the bullying must stop and that it is very serious
4. The group are asked for their ideas on how to stop the bullying
5. The adult makes a record of the ideas
6. The adult makes it clear that s/he will monitor the group to see how the ideas work
7. The adult meets with the group, after a few days, to review the progress made.
8. The children are constantly reminded of their responsibility as a Grange pupil and a member of society not to bully or let bullying go on without reporting it

What should pupils do if they think they are being bullied?

- Tell an adult in school as soon as possible
- Tell their parent(s) and/or carer(s) as well
- Tell a close friend (but only for support or to tell for them, not to keep a secret)

What should the adult ask the child?

- Who has been bullying you?
- How long has this been going on?
- How many times has this happened to you?
- Has anyone seen this happen? If so, who?
- Has anyone else been bullied by the same person?
- Have you told anyone else about this before?
- Was anything done about it?
- Have you done anything unhelpful that has not helped the situation?
(Responses will be recorded on a communications sheet)

What should a pupil do if they witness bullying?

- Tell an adult in school and a parent/carer as soon as possible

What should a parents and carers do about bullying?

- Promote anti-bullying strategies at home
- Listen to their children
- Talk about bullying with their child(ren)
- Understand the difference between unacceptable behaviour and bullying
- If they feel their child has been bullied, Inform the class teacher as soon as possible
- Or telephone the school and inform office staff who will inform the class teacher as soon as possible
- Inform the headteachers if they feel the incident was not taken seriously enough or if there is another incident of bullying
- Try to keep an open mind when establishing facts
- Report any changes of behaviour at home which concern them
- Keep any evidence, such as mobile phone message, chat page, etc
- Support the school's Home School Agreement

What action will our school take?

- The victim should decide which adult they wish to lead the 'Peer Support Meeting' and whether they wish to be there too.
- A member of staff will inform parents and/or carers of the facts so far established and what is involved
- Relevant support and sanctions will be applied as necessary, taking into account the needs of vulnerable pupils
- Consider what motivated the bullying and take any necessary remedial action

What additional steps will there be if the bullying continues?

- Steps to make the pupil feel safe need to be taken and the staff will meet with both sets of parents separately to agree a way forward.
- Should any bullying be considered illegal, then the police will be involved
- If there is reason to suspect that there is a child protection concern, because the child could suffer significant harm, then the local authority children's social care services will be involved

Important information about bullying:

- The nature of bullying changes, as pupils grow older and can become subtler.
- Most bullying is not physical, or direct. Children identify emotional and social forms of bullying as most hurtful.
- Bullying exists in all ages, social, ethnic and gender groups and in both urban and rural settings.
- Most bullying is between children of the same ages.
- Those who witness bullying can be as deeply affected as those who are directly bullied.
- Children follow example. If they do not feel secure and safe and/or they frequently witness aggressive behaviour between adults and/or towards themselves, they may tend to adopt aggressive behaviour patterns themselves.

Evaluation of procedures

- Review through staff discussion of how situations are handled and the outcomes achieved
- Parent / Carer discussions
- Pupil discussion through School Council
- Annual trend analysis of behaviour/bullying/racism log and pupil questionnaires.

Review

The governing body, headteachers and all staff view bullying as a very serious impairment of the school's normal work and life, even though incidents are small in number. They will therefore keep this policy under regular review with a report to the governing body once a year. Incidents of bullying and the outcomes will be reported to governors termly. The pupil discipline committee, who will hear any parental objections to fixed and permanent exclusion, will discuss individual incidents in confidence.

Signed: _____ Headteachers

Signed: _____ Chair of Governing Body

This policy was reviewed in November 2016 - no amendments made - and signed on 30th January 2017.

Next review date: September 2017

Further reading/advice:

Preventing and tackling bullying. Advice for headteachers, staff and governing bodies. (DfE October 2014) Available on www.gov.uk

Grange Primary School Behaviour Policy. Available on www.grange.southwark.sch.uk or on application to the school office (this also contains reading and research relating to behaviour

Bullying at School – www.gov.uk

The Anti-Bullying Alliance www.anti-bullyingalliance.org.uk

Kidscape www.kidscape.org.uk (has separate section with advice for parents)

ChildLine www.childline.org.uk Telephone chat line: 0800 1111