



# **Grove Primary School Anti-Bullying Policy**



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# **GROVE Primary School**

## **Anti-bullying policy**

### **Position and values**

This policy will help staff to achieve the vision of the school, which is that the staff and local committee members at Grove Primary School will provide a truly inclusive school where within a nurturing environment each child's ability is recognised, valued and developed. Our core values of Respect, Courage, Resilience, Ambition, Empathy and Creativity inspire our children to embrace challenge, show respect, be resilient learners and achieve excellence.

This will ensure that the school provides an environment where every child can feel:

- safe
- healthy
- able to enjoy and achieve
- able to contribute to future economic well-being
- able to make a positive contribution.

To protect the rights of all children to have a safe and secure learning environment Grove will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence as these behaviours are unacceptable and interfere with both our school's ability to educate children and a child's ability to learn. If such a case arises, the staff at Grove will follow the anti-bullying guidelines laid out in this policy. This will enable staff to:

- Identify children displaying unacceptable behaviour and know how to support them in order that they develop the necessary skills to participate in the school community effectively and positively
- Keep all other children safe, happy and confident

### **Clarification of terms**

#### **Definition of bullying**

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

All children have upsets and squabbles; these are **not** classed as bullying and are dealt with through the Positive Behaviour Policy.

#### **What Is Bullying?**

Bullying can be, but is not limited to:

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force. **Ostracising:** Making someone feel left out and different by deliberately setting out to exclude them
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments

- **Homophobic:** because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

### **Definition of cyber-bullying**

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, cyber-bullying can often be difficult to track as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

### **Types of cyber-bullying**

- **Flaming:** Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.
- **Denigration:** Putting mean online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.
- **Exclusion:** Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.
- **Outing:** Sharing secrets about someone online including private information, pictures, and videos.
- **Trickery:** Tricking someone into revealing personal information then sharing it with others.
- **Impersonation:** Pretending to be someone else when sending or posting mean or false messages online.
- **Harassment:** Repeatedly sending malicious messages to someone online.
- **Cyber-stalking:** Continuously harassing and denigration including threats of physical harm.

### **Actions NOT considered to be bullying**

- Not liking someone.
- Being excluded.
- Accidentally bumping into someone.
- Making other children play things a certain way.
- A single act of telling a joke about someone.
- Arguments.
- Expression of unpleasant thoughts or feelings regarding others.
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness.

### **Reasons for bullying**

Some reasons why children might bully someone include:

- They think it's fun, or that it makes them popular or cool.
- They feel more powerful or important, or they want to get their own way all the time.
- They feel insecure or lack confidence or are trying to fit in with a group.
- They are fearful of other children's differences.
- They are jealous of another child.
- They are unhappy.
- They are copying what they have seen others do before, or what has been done to them.

### **The effects of bullying**

All forms of bullying cause psychological, emotional and physical stress. Each child's response to being bullied is unique, however some signs that may point to a bullying problem are:

- depression and anxiety.
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness.
- loss of interest in activities they used to enjoy.
- unexplainable injuries.
- lost or destroyed clothing, books, electronics, or jewellery.
- frequent headaches or stomach aches, feeling sick or faking illness.
- changes in eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch.
- difficulty sleeping or frequent nightmares.
- declining grades, loss of interest in schoolwork, or not wanting to go to school.
- sudden loss of friends or avoidance of social situations.
- self-destructive behaviors such as running away from home, harming themselves, or talking about suicide.

## **Roles and Responsibilities**

The Education Act 2011, Education and Inspections Act 2006 and Equalities Act 2010 all make reference to a school's legal responsibility to prevent and tackle bullying. By law, all state schools must have a behaviour policy in place and displayed on their website and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. Additionally, Grove Primary School has developed this anti-bullying policy which is available on the school website for parents, staff and pupils to access when and as they wish.

Schools have the legal power to make sure pupils behave and do not bully outside of school premises, for example on public transport or in nearby public communal areas. If seen as appropriate the Executive Headteacher, Deputy Headteacher or staff can choose to report bullying to the police or local council. During school hours, including while pupils are taking part in school visits, after school clubs and cyber bullying, the school has direct responsibility to ensure children feel safe and secure.

## **The Role of the Local Committee**

The Local Committee support the Executive Headteacher and Deputy Headteacher in all attempts to eliminate bullying from the school. The Local Committee will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

The Local Committee monitor incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The Local Committee require the Headteacher to keep accurate records of all incidents of bullying and to report to the Local Committee on request about the effectiveness of the school's anti-bullying strategies.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can make a complaint to the Chair of the Local Committee. The complaint will be dealt with in accordance with the Complaints Policy which can be accessed from the school's website.

## **The Role of the Executive Headteacher and Deputy Headteacher**

It is the responsibility of the Executive Headteacher and Deputy Headteacher, to implement the school's anti-bullying strategy, to ensure that all stakeholders are aware of the school policy, and that they know how to identify and deal with incidents of bullying. The Executive Headteacher will report to the governing body about the effectiveness of the anti-bullying policy on request.

It is the Executive Headteacher and Deputy Headteacher, who must ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in school. The Executive Headteacher and Deputy Headteacher, will draw the attention of children to this fact at suitable moments. For example, the Executive Headteacher or Deputy Headteacher, may decide to use an assembly as the forum in which to discuss with the children why bullying is wrong.

The Executive Headteacher and Deputy Headteacher will ensure that all members of staff receive

sufficient training to be equipped to identify and deal with all incidents of bullying.

The Executive Headteacher and Deputy Headteacher will set 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 the Staff**

Members of staff will do all that they can to eradicate bullying; they will ensure that they follow the school's anti-bullying policy. All members of staff will routinely attend training that equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Staff will use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They will use discussion, workshops, drama, role-play, stories etc. within the curriculum, to help pupils understand the feelings of bullied children and to practise the restraint required to avoid lapsing into bullying behaviour. Star of the week assembly will also be used to praise, reward and celebrate the successes of all children, and thus to help create a positive atmosphere.

Members of staff will keep a vigilant watch on suspected 'bullies'; any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately. The person dealing with the incident will need to collect all the relevant information and then provide the Executive Headteacher or Deputy Headteacher with a copy in order that he/she can decide on an action. All cases are individual and various strategies will be employed by the headteacher to address the issue.

Teachers and support staff will do all they can to support a child who is being bullied.

### **Bullying in the Workplace**

Incidents, where it has been deemed that a member of staff has been bullying a child, will be taken very seriously. The Executive Headteacher, with the support of the Local Committee, will deal with this; formal action will be taken where necessary. Such action will also be taken if it is deemed that a member of staff is bullying other members of staff.

In the event of the Executive Headteacher being involved in such incidents, reports will be given immediately to the Chair of the Local Committee who will also take formal action where necessary.

### **The Role of Parents/Carers**

Parents/carers, 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 in a calm manner. If they are not satisfied with the action taken they should contact the Executive Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure. Parents/carers have a responsibility to support the school's anti-bullying policy by actively encouraging their child to be a positive member of the school and this expectation of support is outlined in the home/school agreement.

### **The Role of Pupils**

Pupils are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues they must keep on letting people know; the children are taught a number of strategies to help them with this.

Pupils are also encouraged to participate fully in activities that raise their awareness about bullying in order that they clearly understand what to do if they, or another child, are being bullied.

### **Cyber Bullying**

GROVE Primary School has a separate policy related to e-safety addressing the use of mobile

technology, social media, appropriate online activity, security, access and monitoring procedures in place. Online safety is discussed regularly with pupils within lessons, assemblies and through workshops.

## **Reporting, Sanctions and Monitoring**

### **How to Report Bullying**

1. Firstly, speak to the class teacher and/or follow up your concerns with an email to [office@dkh.southwark.sch.uk](mailto:office@dkh.southwark.sch.uk)
2. The Executive Headteacher has overall day-to-day responsibility for dealing with reported incidents and will forward details to the relevant member of staff to investigate.
3. Please note that any member of staff can be approached to report incidents of bullying, and they in turn will report to the Executive Headteacher.

### **Procedures**

The following steps must be taken when dealing with incidents of bullying:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, or who suspects/observed the bullying.
2. The Executive Headteacher or Deputy Headteacher must be informed immediately.
3. A clear account of the incident will be recorded in writing either by the victim or the member of staff recording the victim's verbal statement.
4. The Executive Headteacher, Deputy Headteacher or other delegated appropriate member of staff (e.g. Learning mentor, Safeguarding Intervention officer), will interview all concerned and will record the incident.
5. Parents will be kept informed by the Executive Headteacher or Deputy Headteacher.
6. The class teacher will be kept informed and asked to monitor the situation.
7. A range of sanctions will be used as appropriate and in consultation with all parties concerned. These sanctions could include: verbal or written warnings, restrictions of break and lunchtime activities, fixed term suspension and in the event of persistent bullying, permanent exclusion. Where appropriate the Executive Headteacher or Deputy Headteacher may inform the police.
8. There will be an annual audit and analysis of incident logs and interventions to continually improve practice.

This school has set procedures to follow in implementing sanctions where a bullying incident has occurred, as described above sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases that lead to suspension or exclusion, governors will examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

### **Monitoring, Evaluation and Review**

1. Local Committee Members, the Executive Headteacher and relevant staff will review this policy biannually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.
2. A record of all such incidents will be kept both centrally and on pupils' files
3. The numbers of incidents will be reported to governors annually or provided to them at any time on request.
4. Bullying data will be analysed to reflect and re-design further strategies to improve procedures.

### **Strategies to Reduce Bullying**

Grove Primary School has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- the consistent promotion of the school's code of behaviour which requires all pupils to respect the

rights of others.

- the reinforcement of the clear message that violence has no place at Grove Primary School
- consultation with the School Council on appropriate action.
- take part in initiatives such as Anti-Bullying Week.
- training for all members of staff on anti-bullying policy and strategy.
- the supervision by school staff of all play areas at lunch times and breaks.
- providing information to all parents on the symptoms of bullying and the steps to take if they suspect their child is being bullied.
- the celebration of all pupil's backgrounds and cultures through assemblies.
- during assemblies and PHSE learning sessions discuss and explore bullying issues with the children.
- raising awareness of cyber bullying and teaching children to safely use technology (including mobile phones, email, internet).all websites accessed in school are screened. This software screens the language used in all documents, emails and websites. Rude or offensive emails, websites, documents are sent to the
- headteacher. Action will be taken and recorded.
- effective recording systems.
- work with multi-agency teams including police and children's services as appropriate.
- contact the parents of both the child being bullied and the bully.
- challenge sexual content within verbal abuse especially challenging the word 'gay' when used in a derogatory way and other homophobic language.

#### 4. Useful websites

- <https://www.familylives.org.uk/>
- <https://antibullyingalliance.org.uk/>
- <https://www.childline.org.uk/>
- <https://www.kidscape.org.uk/>
- [www.each.education](http://www.each.education) <https://www.youngminds.org.uk/>
- <https://www.nspcc.org.uk/>
- <https://www.beyondbullying.com/>
- <https://cyberbullying.org/>