



# Grosvenor Road Primary School

## Anti-Bullying Policy

Signed:

Headteacher \_\_\_\_\_

Date \_\_\_\_\_

Chair of Governors \_\_\_\_\_

Date \_\_\_\_\_



## Grosvenor Road Primary School

### Anti-Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated. Bullying can take place in all relationships: between pupils, between pupils and staff, between staff or between any adults associated with the school. Only when all issues of bullying are addressed will pupils and adults be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can include: name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others. (See Annex A for Statistics of Bullying))

#### **Types of bullying:**

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups, cyber-bullying).

Pupils are bullied for a variety of reasons; these are often because a child is different from the group. Specific types of bullying can include:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs (SEN) or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked-after children or otherwise related to home circumstances.
- Sexist or sexual bullying.

## **The Frequency of Bullying:**

- Bullying can take place several times a week or day
- It can go on for months and even years

But it does not have to continue for long without damaging the victim and being a corrupting influence on other children who have witnessed what is happening.

## **When is it bullying?**

Upsets and falling out are not necessarily bullying. We work with parents and children to resolve issues as they arise, and help all concerned to understand the context. Our children are clearly and regularly taught that bullying is deemed to have occurred:

***‘where a child has attacked another child either physically or verbally, without provocation, or made threats to do so, or where a deliberate ‘winding up’ has taken place with the intention of causing a negative reaction.’***

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools’ teaching, support and welfare staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

## **Statutory duty of schools**

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

## **Role of Parents**

The school takes all reports of bullying seriously. In the interests of quick and effective resolutions, we ask that parents discuss their concerns with school as soon as an issue becomes apparent.

## **Implementation**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Headteacher\_
- The Headteacher will interview all concerned and will record the incident in the Bullying Register – this is then reported monthly to the LA
- Parents will be kept informed
- The behaviour of the child/children concerned is then monitored by HT/Class teacher for EBD, and all staff updated as necessary in weekly staff meetings

- Sanctions will be used as appropriate, in line with the Behaviour Policy and in consultation with all parties concerned. Permanent exclusion would be sought if appropriate.
- The Governing Body is informed of serious incidents via the Head's report.

**Pupils who have been bullied may be supported by:**

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence through Circle of Friends sessions, if appropriate.

**Pupils who have bullied may be helped by:**

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents/carers to help change the attitude of the pupil
- Where appropriate, liaison with local PCSOs at the discretion of the Headteacher
- Offering Circle of Friends sessions, if appropriate
- Referral to PPC, if appropriate, at the discretion of the Headteacher

**The following disciplinary steps can be taken:**

- Headteacher's Report
- Official warnings to cease offending
- Individual supervision at breaks and lunchtimes
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE – class or year group courses eg assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

**Bullying Outside School and Cyber-Bullying**

This policy relates to children's behaviour when in school, when supervised by staff outside school eg. when on school trips or at sports fixtures and when in extended school services including Cracjerjacks or after school clubs. However the rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is bullying and can

happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

At Grosvenor Road Primary School the issue of cyber-bullying tackled in e-safety sessions, however we recognise that this is a fast developing area and that we need to remain vigilant and be prepared to respond to a possible increase in incidents in the future potentially against both pupils and staff.

The DfE outlines the specific statutory power, held by headteachers, to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises and can be seen as of particular value when dealing with cyber-bullying.

If members of the school community are involved in cyber-bullying against pupils, for example:

- Sending abusive or threatening email or text messages
- Posting malicious or abusive comments on a social media site
- Filming or passing on inappropriate material via mobile phone

then the Headteacher does have the power 'to such an extent as it is reasonable to regulate the behaviour of pupils when they are off the school site', which could mean using any of the sanctions as given above or involving external agencies such as the police as appropriate.

It should be noted that dealing with other issues of bullying outside school or school time (when parents and carers are responsible for their own children's behaviour) poses many problems for Headteachers, and will only be considered where actions are continued or impact directly upon relationships and learning in school.

### Anti Cyber-Bullying Procedures

Where it is suspected that cyber-bullying is taking place, the school will liaise initially with parents. Where bullying is confirmed, the school will work with the, parents, children and PCSOs/Police to seek a satisfactory conclusion.

Children's personal mobile electronic communication devices are not allowed in school. In some instances, where for example a child travels a distance to and from school, a mobile phone can be left in the care of the office. This is by agreement between school and home and required the Headteacher's authorisation.

### **Anti-bullying education**

The school runs a series of anti-bullying workshops throughout the year, either in-house, or through public information groups. This forms part of the PHSE policy

### **What do we do at Grosvenor Road Primary School?**

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**We LISTEN to everything.**

**In assemblies and circle time it is important to emphasise regularly what bullying is:-**

- It is when you are hurt and upset
- when someone is calling you, regularly making you feel bad, making you feel frightened, hurting you inside or hurting your body.
- being called names
- being teased
- being hit, pushed, pulled, pinched or kicked
- having your bag, mobile or other possessions taken
- receiving abusive text messages, Instant Messages, emails or posts on social network sites (Cyber bullying)
- being forced to hand over money
- being forced to do things you don't want to do
- being ignored or left out (including on social network sites)
- being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin

**Bullies like secrets.**

If you are bullied by TELL someone:

- Tell a teacher or the Headteacher
- Tell a dinner lady if you are on the playground
- Tell a Teaching Assistant

(Reassure the child/children that something will be done to stop it)

If you feel you cannot, then:

- Tell your mum/ dad/sister/brother
- Tell your friend

If you experience any form of cyber-bullying show some one.

“You will not be in trouble – the bully will.”

- If it is in a text – Keep the text.
- If it is an Instant Message – Save the message and print it.
- If it is an email – Save the email and print it.
- If it is a posting on a Social Network site – Save the page and print it.

This must be emphasised regularly:

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- At assembly time
- In Circle Time
- After an incident in class
- During quiet talks with the class
- At every opportunity.

Deal with any issues as and when they happen. The curriculum can wait for this to be sorted out. Children cannot learn when they are upset.

Get other children to be involved. Encourage them to tell you if they see a bullying incident. Deal with issues and events publicly when necessary. Help everyone to feel a member of a school community that will not tolerate bullying, including the children.

No child must feel unsafe or that bullying is “brushed under the carpet”. Every child has the right to feel safe in school.

If you are busy involve the phase leader or Deputy Headteacher or Headteacher.

The SLT will talk to all parties and make judgments, involve parents, put children on report etc.

**NEVER EVER put off dealing with even a whisper of bullying.**

Bullying takes place on all playgrounds at some time. It happens in our school. It is important that we ensure that children know:

1. Something will be done about it
2. It will be regarded as very serious.
3. There is ALWAYS someone who will listen.
4. Parents will be involved in the most serious cases

### **Summary**

#### **Teachers must:**

Watch for early signs of distress in pupils – deterioration of work, spurious illness, isolation, the desire to remain with adults. Whilst this behaviour may be symptomatic of other problems, it may be the early signs of bullying.

Listen carefully and record all incidents.

Offer the victim immediate support and help by putting the school’s procedure into operation. Make the unacceptable nature of the behaviour, and the consequences of any repetition clear to the bully and his/her parents.

#### **Pupils and Teachers must:**

Take action when someone is being bullied or is in distress, take action. Watching and doing nothing can suggest support for the bullying.

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Pupils should inform an adult immediately if they do not wish to become involved themselves.

Only accept people who do not bully others. Bullies will soon stop if they are socially excluded.

Together devise some ways of rewarding non-violent behaviour.

### **Monitoring, evaluation and review**

Serious incidents of bullying are recorded and reported to the Governors via the Headteacher's report. The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.



## **Annex A**

Please follow the link below:

**[The Statistics of Bullying - The Annual Bullying Survey 2018](#)**