



ANTI-BULLYING POLICY

Status:	Current	
Date Adopted by Governing body:	July 2016	
Next Review Date:	November 2025	Annually
Responsibility Of:		
Local Governing Board	November 2024	1.1

ANTI-BULLYING POLICY

Introduction

All children have a right to receive their education free from humiliation, oppression and abuse. It is the responsibility of adults to ensure that school provides a caring and protective environment for them.

Bullying of any kind is unacceptable at our school. However, we recognise that bullying behaviour takes place in every school at some time, and affects everyone directly or indirectly. The results of fear and intimidation spread beyond the circle of the child displaying bullying behaviour and victim.

This policy acts in accordance with The Education Act (2002), the Education and Inspections Act (2006), the Equality Act (2010) and has been developed and reviewed in consultation with the whole school community (pupils - via the School Council; parents - via consultation on the website; staff; school leadership and governors).

Aims:

At The Grove we aim to:

- Create a safe and secure environment where all can learn and play without anxiety;
- Ensure a consistent school response to any bullying incidents that may appear;
- Ensure that all stakeholders are aware of what bullying is and the school's zero tolerance approach;
- Make clear all stakeholders responsibilities with regard to the eradication of bullying in our school.

What is bullying?

Bullying is defined by the DfE as 'behaviour that is repeated, intended to hurt someone either physically or emotionally, often aimed at certain groups, for example because of race, religion, gender or sexual orientation'.

It is important to distinguish between bullying and rough play / arguments / misunderstandings. The following features help to identify bullying:

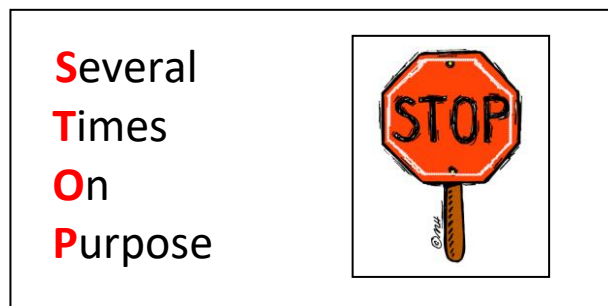
- it is deliberately hostile towards the victim and repeated.
- the victim is less powerful than the child/ren displaying bullying behaviour.
- the outcome is always painful and distressing for the victim.

Bullying does not just occur between children. We recognise that bullying can also be perpetrated by children on adults, by adults on children and by adults on other adults.

The four main types of bullying are:

Physical	persistent hitting, pushing, kicking, pinching, other violence, taking things;
Emotional	unfriendly, excluding, tormenting;
Racist	racial taunts, graffiti, gestures;
Sexual	unwanted physical contact or sexually abusive comments;
Homophobic	focussing on the issue of sexuality;
Verbal	name calling, sarcasm, , persistent teasing, threatening, , spreading rumours
Cyber	all areas of internet, such as email and internet chat room misuse, mobile phone threats by text messaging and calls, misuse of associated technology (e.g. camera and video facilities)

At The Grove, we have adopted the NSPCC acronym of **STOP** as a child friendly definition of 'bullying' to enable easy identification.



Why does bullying occur?

People who bully might do so because they: want to feel powerful or in control; are jealous; want attention or to look 'clever' in front of others; are being bullied themselves. Bullying can also sometimes occur because people are seen to be different from them or from the 'norm'. Such prejudice based bullying may relate to another person's gender, ethnicity, religion, sexual orientation or disability.

What are the effects of bullying?

Persistent school bullying can result in:

for the victim -

- depression and moodiness
- low self esteem
- shyness and isolation
- poor academic achievement
- absenteeism/truancy
- distress and anxiety
- aggression
- unexplained changes in behaviour
- frequently damaged or 'lost' property

for the child/ren displaying bullying behaviour -

- reliance on intimidation in order to influence others
- isolation and lack of real friends
- tendency to use aggressive behaviour easily

Whole School Anti-Bullying Strategy

We believe that our anti-bullying approach should not start at the point of which a child has been bullied but with preventative measures and a whole school culture of zero tolerance.

We do not accept that bullying should in any way be tolerated or excused.

We will strive to create a school environment where children expect everyone to be safe and happy, and where it is easy to report problems and concerns to adults.

We will provide quality supervision during breaks and lunchtime.

We will work to raise all children's positive self-esteem, so that they have the confidence and social skills to resist bullying behaviour.

We will talk openly with children and parents about the possibility of bullying and its effect, and encourage them to talk to staff about disturbing incidents.

We will include bullying and challenge the beliefs that fuel it (including Cyber-bullying), as a specific topic within our Personal, Social and Health Education Curriculum.

We will actively promote and enhance children's wellbeing through our Mental Health and Wellbeing strategy and policy.

We will ensure that all staff, including support staff, are given appropriate training regarding bullying and that they know how to recognise and combat all types of bullying.

We will ensure that every child hears the anti-bullying message together with information about what to do if they are bullied, regularly throughout the school year.

We will ensure that all parents receive copies of the Getting on Together Leaflets annually. (Appendix B and C)

We will ensure that the Anti-Bullying Policy is available on the school website.

We will provide safety and support for victims of bullying and their parents as appropriate to the circumstances. We will work with children displaying bullying behaviour and their parents in seeking underlying causes for bullying behaviour, and in planning strategies to change that behaviour.

We will treat reports of cyber-bullying involving members of the school community in the same fashion as any other report of bullying.

We will address all allegations of bullying involving members of the school community regardless of whether it has occurred within, or away from, the school setting (Section 89(5) of the Education and Inspections Act 2006).

We will robustly tackle all poor behaviour, including low-level disruption and use of offensive language.

In the event of bullying becoming a child protection issue i.e. when there is "reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm" (as defined in the Children Act 1989), the school will follow procedures set out in our Safeguarding and Child Protection Policy. This will include an awareness to work in accordance with Keeping Children Safe in Education (2024) and our school Safeguarding and Child Protection Policy where concerns arise which are categorised as 'Child on Child Abuse'.

Roles and Responsibilities

All adults within School will be expected to set a good example by ensuring that their relationships with other adults and with children are based on respect, care and trust.

All staff, teaching and support, will be expected to record all incidents or allegations of bullying on CPOMS and report them to the Headteacher. They should respond to reporting children or parents calmly and reassuringly telling them that their concerns will be taken seriously. If necessary, immediate action should be taken to ensure a victim's safety.

All staff will be expected to support and participate appropriately in the whole-school anti-bullying strategy.

All children will be expected to reflect on the nature of bullying and its effects. They will be encouraged to report bullying of themselves or others to an adult (or by using the 'Supporting Others Box' situated by the Office). They will also be encouraged to take an appropriate part in support given to victims, and in strategies to change the behaviour of children displaying bullying behaviour.

The Headteacher will follow-up all allegations and incidents of bullying using the anti-bullying procedures (see flow chart: Appendix A). The Headteacher will report to the governors Safeguarding Committee on a termly basis any bullying related incidents. The Headteacher or Family Link Workers will also check the 'Supporting Others Box' on a weekly basis and follow up the concern appropriately.

Parents will be expected to support the school's Anti-bullying policy. They will be encouraged to talk to their children about bullying and its effects. They will be encouraged to allow children to talk about problems and concerns freely. They will be expected to report all allegations or incidents of bullying to the school.

Governors will monitor the implementation of and issues relating to the Anti-Bullying Policy termly, within the Safeguarding Committee. They will be expected to treat seriously and respond appropriately to parents who feel that a bullying problem remains unresolved.

How will we know if the Anti-Bullying Policy is effective?

All elements of the Anti-Bullying Strategy will be seen to be implemented. Governors checking on the way the school has handled reports of bullying will be able to see evidence that the anti-bullying procedures have been correctly and effectively implemented through the work of the Safeguarding Committee.

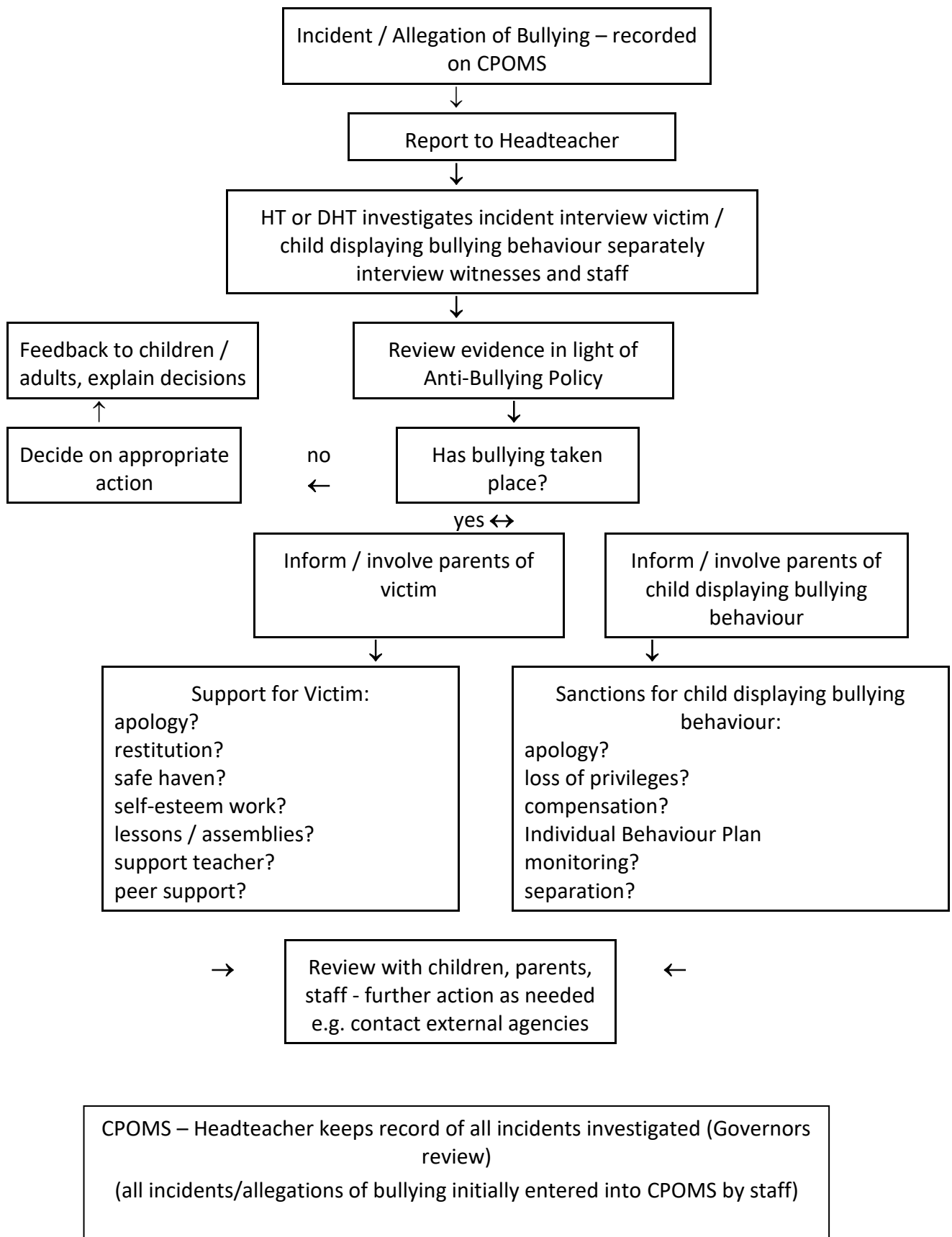
However, if parents are unhappy with the way in which the school handles a bullying incident, they should address their concerns in the first instance to the Headteacher. If parents wish to make a formal complaint, they may follow the guidelines set out in the Complaints Procedure document which is available on the school website.

Associated Documents

Appendix A	Anti-Bullying Procedures Flowchart
Appendix B	Getting on Together – A guide for Parents
Appendix C	Getting on Together – A guide for Children.

Links to other policies

Safeguarding and Child Protection
On-line Safety Policy
Behaviour and Conduct Policy
PSHE/RSE Policies
Physical Intervention Policy
Mental Health and Wellbeing

Anti-Bullying Procedures

Getting on Together

An Anti-Bullying Guide for Parents



**This leaflet is part of a series
produced by
The Grove Primary School to support our
Anti-Bullying Policy**

Why call these leaflets “Getting on Together”?

It reflects our commitment to everyone at school being “safe, happy and working well.” Bullying is a breakdown in that positive relationship.

Unkindness or aggression is often mistaken for bullying. We do not condone any such behaviour but we do deal differently with it.

What is bullying?

Bullying is ‘behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally’.

At The Grove, we have adopted the NSPCC acronym **STOP** to help us identify bullying and provide a definition.

Several
Times
On
Purpose



There are three elements that are always present;

- the deliberate, planned and repeated use of aggression (verbal or physical).
- an unequal power relationship.
- the outcome is always painful and/or distressing for the victim.

What does the school do?

We recognise that bullying sometimes occurs in our school as in all others, but when any incidents of bullying behaviour occur, we have a clear policy to which all staff and governors have agreed.

- We always investigate incidents immediately and very thoroughly following the 'Anti-bullying Flowchart'.
- We talk to everyone involved and to anyone who might have witnessed anything.
- In all instances we involve the children in finding a solution and in trying to rectify the situation.
- We are aware that Primary School children are increasingly using technologies such as the Internet and mobile phones to communicate; we will treat reports of cyber-bullying involving members of the school community in the same fashion as any other report of bullying regardless of whether it has occurred within, or away from, the school setting.
- We aim to help the person doing the bullying as well as the person being bullied, in order to prevent further problems.
- We record the incident and our Family Link Workers or a member of staff from our Inclusion/Safeguarding Team is then assigned to the situation to monitor it, provide support and to have regular feedback from those involved. The Headteacher will always be informed about what is happening.



- We keep parents up to date with the situation for as long as is appropriate and welcome their positive involvement.

**What should you do if your child is upset
by the behaviour of others?**

- Talk to him/her to find out what happened and the background to the incident – what happened yesterday/five minutes before.
- Has this happened before? Was anyone else involved?
- Consider if he/she may have been a victim of inappropriate behaviour or bullying (see definition).
- If it was inappropriate behaviour, contact the class teacher.
- If it was bullying, contact the Class Teacher who will inform the Headteacher, Deputy Head or Assistant Headteacher immediately.
- Please don't advise your child to respond or retaliate in the same aggressive way, as we wouldn't tolerate that either.

And then....?

- Give your child more opportunities to talk to you about their feelings and what is happening.
- However, beware of making it the first or only thing that you talk about – discuss lots of positive things about school and friends as well.

- Tell your child that you expect things to improve, and support them and school staff as the problem is dealt with.
- Please don't feel that you need to try to solve a problem that happens in school directly yourself.

Thank you for your partnership in preventing and tackling bullying effectively



Further help

The full **Anti-Bullying Policy** can be found on the school website (or via the school office).

Anti-bullying Alliance – the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations that can help with bullying issues.

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk

Their helpline for parents – 08451 205 204

NSPCC

help@nspcc.org.uk – 0808 800 5000

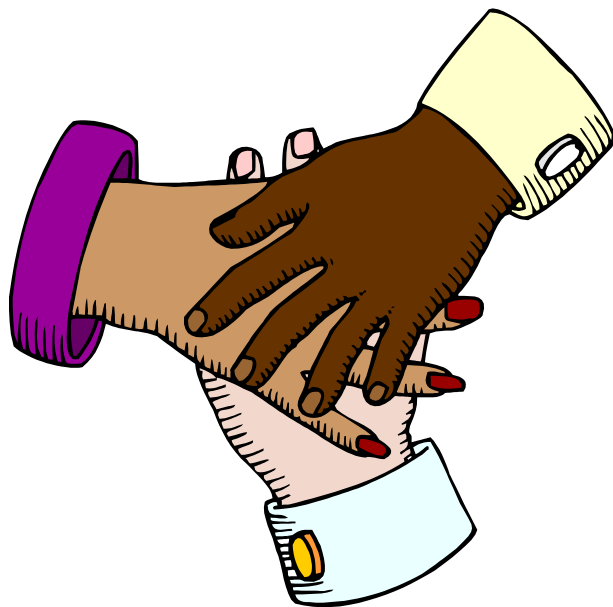
Bullying UK

www.bullying.co.uk

Their helpline – 0808 800 2222

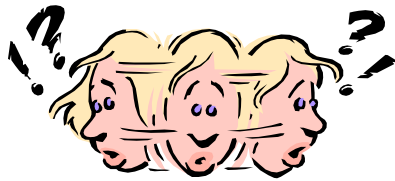
Getting on Together

An Anti-Bullying Guide for Children



This leaflet is part of a series
produced by
The Grove Primary School to support our
Anti-Bullying Policy

We have called this leaflet “**Getting on Together**” because we want everyone at The Grove Primary School to get on well with each other. That doesn’t mean that everyone has to be friends, because friendship is a choice and everyone has the right to choose who they want to spend their time with. However, what *everyone* does have to do is to treat others with respect and in the way you would like to be treated. We believe that in some ways we are similar and in some ways we are different, but everyone is just as important as everyone else.



Sometimes however things go wrong and people are unkind or aggressive to each other. All teachers and other staff will want to stop that happening and will try to sort the problem out with everyone concerned. Very occasionally, when things go wrong, children may *plan* to pick on someone more than once; hurting them, upsetting them or saying unkind things on purpose, maybe within school or out of school via internet chat rooms, email or text messaging. Sometimes they do this on their own and sometimes with others to help them.

*This is called **bullying** and is when it has happened **Several Times On Purpose (STOP)***

What will we do if you tell us you are being bullied?

We know that bullying sometimes happens in all schools but, when it happens here, we have a plan that all the staff and governors have agreed.

This is what we will do:

1. Listen very carefully to you and let you explain.
2. Talk to anyone else who might be involved or might be able to help (friends, staff, parents etc).
3. Ask Mr Woodburn, Miss Denmeade, Mr O'Neill or Mr Cottle to meet all these people and to decide how we should help you.
4. Make sure that you are safe in school.
5. Make sure that the person or people involved in bullying changes their behaviour.
6. Keep checking with you that the problems have stopped.

Other adults who can help you include your Class Teacher, Teaching Assistants and Mrs Rutland or Miss Brine.

What should you do if you think you are being bullied?

Bullying carries on if nothing is done, so the first thing you should do is:

TELL SOMEONE.

This could be a friend, a teacher, a parent or another adult. Together you should make sure that Mr Woodburn, Miss Denmeade, Mr O'Neill or Mr Cottle knows all about it. Or, you can put a note for Mrs Rutland or Miss Brine in the Supporting Others Box.

Think carefully about what has been happening so that you can describe how it is bullying or causing you problems.

EXPLAIN CLEARLY.

While the problem is being sorted out you may be worried that it will happen again. To help yourself

1. Stay with other people who are friends;
2. Stay in places that adults can see;
3. Tell anyone who is acting in a bullying way that you don't like their behaviour and that adults are already sorting out the problem;
4. Regularly check in with your named adult who we will have arranged to help you and keep you safe.

What should you do if you think someone else is being bullied?

TELL SOMEONE.

This could be a friend, a teacher, a parent or another adult. Together you should make sure that Mr Woodburn, Miss Denmeade, Mr O'Neill or Mr Cottle knows all about it. Or, you can put a note for Mrs Rutland or Miss Brine in the Supporting Others Box.

Let's make our school free from bullying!



Who can help outside of school?

Childline

www.childline.org.uk

0800 1111

Kidscape

www.kidscape.org.uk