



**GRIMSDYKE  
SCHOOL**



## **Anti-Bullying Policy**

**Approved by:** Governing Body

**Date:** September 2017

**Last reviewed on:** November 2019

**Next review due by:** November 2021

We believe that bullying will rarely occur in an atmosphere where children are:

- able to understand their own feelings and the feelings of others
- encouraged to express their feelings as part of daily life
- well informed and understand the various forms in which bullying can occur.
- are able to make informed decisions and take the most appropriate action to solve problems for themselves or with their peers.

Through our curriculum planning and delivery as well as our work on pastoral care we ensure that the way in which the issue is discussed and the language used is appropriate to the age and understanding of the children

### Rationale

Our Anti-bullying policy outlines measures to prevent bullying, to empower children to deal with bullying and to set out clear procedures on how bullying will be dealt with for all pupils.

We recognise the emotional distress caused by bullying in whatever form – be it racial, or as a result of a child's appearance, behaviour or special educational needs, or related to sexual orientation – can prejudice school achievement, lead to lateness or truancy.

Definition of Anti Bullying Policy:

Bullying means that one child is deliberately using his or her power over another to make them feel bad. Bullying is the persistent desire to hurt others and can be verbal, mental or physical. Bullying is not having a single argument or fight with someone. It isn't saying something bad to someone once when you are angry.

Bullying can take several forms:

Physical	punching, kicking, jostling etc.
Verbal	name calling, spreading rumours, persistent teasing, Commenting about disability
Emotional	leaving out, tormenting, ridiculing, humiliating
Racist	racial taunts, graffiti, name calling
Sexist	name calling, spreading rumours, persistent teasing
Electronic	texting, e-mailing or other note writing

It is the responsibility of everyone associated with the school to promote good relationships and prevent bullying (see Behaviour Policy). We wish to raise the self-esteem of everyone at Grimsdyke School and create an atmosphere of mutual respect.

We strive to ensure that all students are treated fairly and justly and that there is no bullying on the grounds of gender, race, religion, colour, language, culture, social circumstances, appearance, sexuality, ability or disability etc.

At Grimsdyke School, we are keen to identify early signs of bullying and children are encouraged to tell a teacher, parent or friend. This is reinforced through our work as a Rights

Respecting School.(Article 14) and our work to develop children's understanding of British values.

All incidents are treated seriously and the appropriate action taken to deal with the bully and help the victim. Bullying affects children's emotional and educational well-being and must not be tolerated

As a staff we will:

- Encourage positive behaviour and appropriate, effective communication
- Monitor the integration of new pupils, especially older children, where friendship groups have already been formed
- Ensure that we give time and physical space for children to talk about their feelings and describe incidents which have caused them to feel unhappy
- Share this policy with all members of the school community
- Use assemblies, circle time and PSHE to provide an ongoing education to prevent bullying
- Deal quickly and fairly with isolated acts of unkindness
- Refer any serious incidents or behaviours which have been repeated to a member of the school leadership team (SLT)
- If any parents/carers are concerned that their child may be involved in bullying, they should follow the step outlined in the appendix to this policy

#### Dealing with bullying incidents:

We will deal with serious or repeated incidents in the following way:

- The member of SLT dealing with the incident will investigate thoroughly, collecting evidence and information as quickly as possible
- All children involved spoken to separately and notes kept to record children's perceptions of incidents.
- Any adults who witnessed the incident complete detailed notes using the incident form provided as appendices to the school behaviour and safeguarding policies.
- SLT member will meet with the children separately to plan strategies to prevent a reoccurrence. It will be made very clear to the aggressor that the repeated incident is being treated as an act of bullying
- SLT member and children will meet together using individual statements to ensure an understanding of the victim's feelings.
- If another incident occurs between the same children, then a member of SLT will contact the parents of both children by telephone, and share the information that has been gathered. Where this is not possible, parents will be invited to school to discuss the incidents.
- Parents of all children will be informed of and involved in the plan to prevent a reoccurrence. It will also be monitored daily by SLT, then weekly, monthly and eventually half termly.
- Share with the children the list of self-help strategies
- School will write to or arrange to meet the parents of students involved in any incidents of online, mobile phone or social media based bullying which is affecting children in school. Where this also leads to possible safeguarding concerns, the school will report these to the appropriate authorities.

We will select as appropriate from the following strategies (not in hierarchal order)

- Emergency card system – to allow a child to communicate concerns to adults non-verbally
- Playground buddy
- Removal from playground
- Pastoral support plan
- Support for students within the school's behaviour policy and using the behaviour steps model
- Involvement in a self-esteem or social skills programme
- Modelling positive playground behaviour (playground games)
- Internal exclusions
- Fixed term exclusions

#### Consequences for the child using bullying behaviours

- SLT will meet with the children separately to plan strategies to prevent a reoccurrence. It will be made very clear to the aggressor that the repeated incident is being treated as an act of bullying
- SLT and children will meet together using individual statements to ensure an understanding of the victim's feelings.
- If another incident occurs between the same children, then SLT will contact the parents of both children by telephone, and share the information that has been gathered. Where this is not possible, parents will be invited to school to discuss the incidents.
- Parents of all children will be informed of and involved in the plan to prevent a reoccurrence. It will also be monitored daily by SLT, then weekly, monthly and eventually half termly.

#### Records:

Where a meeting has been called in relation to a bullying incident completed meeting notes will be kept on file. Children are to be referred to by initials not names where confidentiality needs to be maintained

This policy should be reviewed every two years.

Reviewed: September 2017

Reviewed: Nov 2019

Next review: Nov 2021

## **Appendix to Anti- Bullying Policy.**

### **Action for pupils**

We need to challenge and change bullying behaviour.

Bullies have a problem and need to be supported and helped.

If you feel that you are being bullied

- Try to keep calm and think through what has happened to you carefully
- Tell your close friends so that they will support you
- Tell a member of staff whom you feel you can talk to
- Tell your parents who will support you and encourage you
- Trust the adults to do their best to stop the bullying behaviour.

### **IF YOU SEE OR HEAR BULLYING BEHAVIOUR IN AND AROUND SCHOOL TELL SOMEONE**

### **Anti-bullying information for parents**

The role of the parent is important in reducing any incidents of bullying. Watch out for signs of distress such as repeated illness, damaged clothing etc. Take an active interest in your children's social life

If you know that your children are being bullied give them the following advice:

- Tell them that there is nothing wrong with them.
- Advise them to tell a trusted adult at school.

1. Parents are encouraged to work in partnership with the school to achieve good relationships between pupils
2. Parents should contact the class teacher or senior member of staff if they are concerned about their child being unsettled at school or if they suspect that they may be involved in bullying. Try not to keep bullying a secret
3. For all serious cases of bullying, parents will be asked to take part in discussions about what strategies should be used, and to support the action being taken by the school
4. Parents should deal with the issue via the school and not by making direct contact with other parents/cares (or children)