

Grange Primary School



Anti-bullying Policy

Belong Believe Achieve

RATIONALE

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

- Love
- Hope
- Co-operation
- Respect
- Resilience
- Confidence
- Responsibility

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.

DEFINITION

Bullying is deliberate hurtful behaviour, **repeated over a period of time**. Bullying behaviour can include:

- Physical
- Verbal
- Cyber (through the internet and mobile phones)
- Extortion of money or property/threats
- Psychological abuse e.g. spreading rumours, isolation
- Racism
- Targeting of perceived weaknesses e.g. disability
- Individual bullying
- Homophobic language
- Group bullying
- Sexual harassment/sexist bullying
- "Imported" bullying e.g. where families are in dispute

AIMS

To ensure that our children attend school without fear of bullying or harassment

- To enable all children to **quickly identify** any signs or bullying and **deal with them immediately by telling an adult**
- To use **preventative measures** through adherence to our PSHE curriculum and Anti-Bullying Week activities
- To help **children deal with bullying themselves**
- **To support** adults to help children **deal with bullying**

GUIDELINES

Bullying situations that require action may have to operate within a number of constraints.

- Incidents need to be resolved, not just smoothed over
- Those who feel aggrieved want to see justice done
- Blame may not be all on one side
- It may never be possible to prove what really happened
- Few incidents can be resolved by the removal of the alleged bully from the school
- Levels of tolerance may vary enormously
- Expectations may be unrealistic

APPROACHES

The school approach of 'Report it, reject it, remove it' is widely displayed and refreshed frequently with the school community. We encourage a safe atmosphere where children feel able to talk to adults, and actively support reporting of behaviour perceived as bullying.

➤ The Curriculum

Through the school's PSHE curriculum, wellbeing and Anti-bullying activities, **children will be taught to recognise the forms that bullying can take and given strategies for dealing with it. The school feels it is imperative for the security of children that they are aware of how incidents of bullying will be dealt with and the channels they should go through in order to disclose incidents of bullying.** The curriculum will be delivered in a variety of ways: discussion, role-play, questionnaires, narratives etc. In addition to the school PSHE curriculum, a class teacher may feel the need to develop a specific programme within the class to deal with issues arising from bullying. This should be discussed with the SLT before being implemented.

Every academic year, in November, all children in the school will take part in Anti-Bullying Week on a whole school level. This will refresh children's awareness of the types of bullying, roles in bullying and encourage children to address issues in assemblies and in houses as mixed year groups.

➤ Recording Incidents of Bullying

All accusations of bullying are taken seriously and investigated thoroughly by staff. Individual incidents are noted by the teacher and dealt with through discussion with the pupils involved in accordance with the core values. However, if further incidents occur, or it is discovered that bullying has been happening over a period of time, this information is passed to a member of SLT for further investigation.

➤ Dealing with Bullying

- A member of SLT will meet with the **child who is being bullied** and **discuss the incident** with them. They will investigate **how and why** this event has occurred (eg ask child to stop, report to a school adult), what **steps** the child has taken to stop the bullying, and **explain** what the school will do now the incident is being investigated.
- They will meet with the **child who is accused of bullying** and discuss **the incident** with them. They will investigate **how and why** the event has occurred and **explain** what the school will do now the incident is being investigated.
- If the children are both in agreement, a member of SLT will bring them together to discuss the event and **mediate** for them to **prevent further incidents** from occurring.
- The children's **parents will be informed** of the incident and **how the school has dealt with it.** If parents wish to discuss the incident, a member of SLT will make arrangements to meet with them separately.
- They will keep a **note of the meetings and the outcomes** and feedback to the class teacher.

➤ **Sanctions for Bullying**

- The class teacher will keep a **note of bullying** and, for isolated incidents the teacher will discuss the incident with the child in accordance with the school's core values. The child will be **warned** that a member of SLT will deal with a reoccurrence of this behaviour
- When an incident has **repeated** or is regarded as **ongoing**, a member of SLT will investigate the incident and deliver a sanction in line with the unacceptable behaviour, this would usually take the form of a severe clause (internal/external exclusion) and incidents will be recorded on the school **CPOMS system and reported to Southwark Sentinel system**.

➤ **Support for the Victim**

- The child will be given the opportunity to **discuss** the incident with the class teacher and/or member of SLT
- The child and their parent will be informed of the **sanctions** being made to the child who has been bullying.
- The child will be encouraged to **report** all future incidents of bullying and reassured of the sanctions if a child re-offends.
- When it is deemed that a child is suffering emotionally from the effects of bullying, the parents may be asked to agree to in-school **therapeutic sessions like ELSA, PATHS +** for the child.
- The child's **parents** will be informed and asked to let the school know if the child discloses any other incidents
- **Staff** will be informed of the incident and requested to **monitor** the child at play and lunch time.

➤ **Support for the Bully**

- Children who are found to be bullying others will be **monitored** for their behaviour.
- If further incidents of bullying are discovered, the child will be given an **individual behaviour plan** depending on the severity of the child's behaviour-
- The child's **parents** will be informed and involved in supporting the school in managing this behaviour
- As part of the support for the child in counteracting this negative behaviour, **in-school therapeutic interventions** may be given-
- The child will be given **appropriate sanctions** for incidents of bullying. Exclusions would only be given if a child failed to respond to the sanctions and support strategies or if the child's behaviour was a threat to the safety of others in the school.

➤ **CPD for staff**

Staff will be trained to deal with incidents of bullying in a sensitive way and kept updated on the school's policy. Training will be delivered through Insets, courses and outside speakers. The school policy will be discussed and evaluated annually by all staff.