Anti-Bullying Policy

Approved by:	LGB	**Date: 19/09/2026**
Last reviewed:	September 2026	
Next review due by:	September 2027	

Introduction:

Everyone at Grampound Road School has a right to feel welcome, secure and happy. We are committed to providing a caring, friendly and safe environment for all our pupils to allow them to reach their potential academically, socially and personally. We also aim to produce an inclusive environment for all pupils which openly discusses differences between people and celebrates diversity. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly, severely and effectively. This means that anyone who knows that bullying is happening is expected to tell the staff.

School Ethos:

We recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and wellbeing of our pupils. We are aware that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

Aims and Objectives:

The aim of this policy is to ensure that all Governors, teaching and non-teaching staff, pupils and parents:

- Have an understanding of what bullying is;
- Know what the school policy is on bullying, and what they should do if bullying arises;
- Know that as a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported;
- Provide support to families where needed, particularly around cyber-bullying and how to keep children safe online.
- Know that: **bullying will not be tolerated.**

What is Bullying?

Bullying is defined as **deliberately hurtful behaviour**, which is **unprovoked**, **repeated** over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in **pain and distress to the victim**. It can be:

o **Emotional** being unfriendly, isolating others, ridicule, intimidating, excluding, tormenting (e.g. hiding books, threatening gestures);

o **Physical** pushing, kicking, hitting, punching or any use of violence;

o **Racist** racial taunts, graffiti, gestures;

o **Sexual** unwanted physical contact or sexually abusive comments, inappropriate touching, exposure to inappropriate films etc;

o **Homophobic** because of, or focusing on the issue of sexuality;

o **Verbal** name-calling, sarcasm, spreading rumours, teasing;

o **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

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate

- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent

Dealing with Bullying:

We ensure that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is.

We make clear that a zero-tolerance approach to bullying is in place at Grampound Road School.

We encourage children to report incidents without feeling they are telling tales.

We stress the role of the bystander – the person who can intervene and help the situation. Research shows that bullying is more likely to stop quickly when peers intervene. We encourage the bystander to get involved to seek help as opposed to watching and colluding any bullying they witness.

We take incidents seriously, investigating and if necessary, acting upon them quickly and fairly.

Preventing bullying:

Preventing and raising awareness of bullying is essential to keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, participation in Anti-bullying Week and day-to-day teaching, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out or a one-off argument.

At Grampound Road School we will:
-Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
-Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
-Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
-Openly discuss differences between people that could motivate bullying.
-Challenge practice and language which does not uphold the school values of tolerance, non-discrimination and respect towards others.
-Develop children's own resilience through our curriculum. This may involve exploring feelings through role-play and viewing bullying situations from both sides.
-Provide a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks.

Our Behaviour Policy:

Our behaviour policy sets out clear guidelines for managing pupil behaviour both in the playground and in the classroom. It includes the many rewards we utilise and sanctions which are used consistently, alongside positive relationships to prevent inappropriate behaviour and promote positive behaviour.

Responding to Bullying:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or who witnessed the concern to ensure any bullying has stopped. In any case, members of staff will first establish the facts and build an accurate picture of events over time, through speaking to those involved alongside any witnesses in a sensitive manner. This will involve a meeting with the bullies and victims individually in the first instance. If necessary, a member of the senior leadership team can be present.

Following initial investigations, if appropriate, a member of staff will facilitate a meeting between the bully and victim using a restorative approach as an opportunity for the bully to understand how their actions have affected the life of the victim and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

The school will contact parents/carers of all involved about the concern/incident and any action taken, as appropriate and in line with the child protection and confidentiality policies.

Any actions taken will be reported to a member of SLT and recorded using school record-keeping procedures.

Sanctioning Bullying:

At Grampound Road School we recognise that tackling bullies does not end bullying. We stress that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable. Through our restorative approaches, the bully is encouraged to understand how their actions have caused distress and anxiety, exploring the impact upon the victim. Bullies are disciplined in line with our Behaviour Policy which may result in internal exclusion (to a different classroom) or Fixed Term Exclusion. Support is provided for both the bully and the victim and can include (but not limited to) anger management, liaising with parents, referral to outside agencies.

Signs and symptoms of Bullying:

A child may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and should investigate if they have concerns. Signs and symptoms to look out for can be:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why they're unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, signs of depression.

Behavioural: asking to be taken to school (if a pupil would usually walk), taking longer to arrive home, asking for money, using different routes to get home, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Responsibilities:

It is the responsibility of the governing board and Head Teacher to ensure that all members of the school community work within a safe and enabling environment.

- The Head Teacher will communicate this policy to the school community to ensure that disciplinary measures are applied fairly, consistently and reasonably
- Governors will take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff will support, uphold and implement this policy accordingly.
- Parents/carers will support their children and work in partnership with the school.

What should parents do if they suspect their child is being bullied?

Parents 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 in the first instance. Parents have a responsibility to support the school's Anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and Review:

The Grampound Road School Anti-Bullying Policy is in-line with DCSF Guidelines as well as other best practice organisations and works alongside other Grampound Road School policies. All safeguarding policies are reviewed every year to assess their effectiveness. Input from relevant stakeholders: parents, pupils (via student council/pupil surveys and PSHE lessons and assemblies), staff and Governors are encouraged.

The number of bullying incidents is monitored by the Head Teacher, DSL and Senior Leadership Team.

Links with other policies and practices:

This policy links with several school policies including:

- Behaviour & Relationships policy
- Complaints policy
- Safeguarding policy
- Curriculum policies such as PSHE