

Anti-Bullying Policy

Reviewed and revised:	<i>April 2017 in line with behavior policy.</i>	Written by:	Marie Cameron
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School Aims:

At Grampound Road Primary School we aim to give all pupils:

- ✚ Access to a rich curriculum which enthuses and equips them for life as citizens in the 21st century.
- ✚ Opportunities to explore their own developing Christian faith and to have respect for the faith of others.
- ✚ High self-esteem by feeling valued as a member of our school.
- ✚ A sense of fair play, treating others with dignity and respect.
- ✚ The chance to enjoy taking part in a vibrant, forward looking school, moving their learning forwards.

Grampound Road Primary School Motto is: Nurturing God's gifts with compassion and drive so that all our children succeed, learn & thrive.

General policy statement:

All staff, governors, volunteer helpers, students and visitors need to give due regard to all of the policies and practices adopted by the school. Whilst it is acknowledged that people other than staff cannot be expected to read every policy before a visit to the school, it may be that further guidelines are necessary in addition to the Visitors' Booklet which people are given upon arrival. All staff, in partnership with parents, carry responsibility for the welfare and success of the children in our school. Staff will advise anyone who is working alongside us of the necessary protocols, procedures and policies we follow.

Rationale

The purpose of this policy is to promote a climate of zero tolerance towards bullying at Grampound Road Primary School. Our school clearly states that all forms of bullying and discrimination are unacceptable and will not be tolerated. This policy sets out the actions taken by the school to address bullying and discriminatory incidents and we submit data regarding these incidents to executive principal and board of directors.

Definition

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, bullying at Grampound Road is considered to be, “unacceptable behaviour which occurs ‘lots of times, on purpose’.” Bullying can be short term or continuous over long periods of time.

Bullying can be:

- Physical (pushing, kicking, biting, hitting, punching or any use of violence)
- Verbal direct or indirect (name-calling, sarcasm, spreading rumours, teasing)
- Emotional (doing things to make people feel bad like leaving people out)
- Homophobic (because of, or focusing on the issue of sexuality)
- Prejudice-related (because someone has a different skin colour or background, is lesbian or gay or has a disability)
- Racial (name-calling, sarcasm, spreading rumours, teasing)
- Sexual (touching someone in a way they don't like or saying things)
- Written (sending notes or graffiti)
- Cyber (All areas of internet ,such as email and internet chat Twitter, Facebook misuse Mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, I- pad, games consoles)

Bullying may be related to:

- . Race
- . Gender
- . Religion
- . Culture
- . SEN or disability
- . Appearance or health condition
- . Home circumstances, incl Young carers and poverty
- . Sexual orientation, sexism, or sexual bullying, homophobia

Bullying affects everyone in our school. It can make the victim feel hurt and destroy self-esteem. Children who use bullying behaviour themselves can also be hurting, and need our help and support to behave differently. We will use The Thrive Approach and individual plans to support pupils with this.

We know that it is really important for bullying to be dealt with quickly. This is because we know how damaging bullying can be if it continues for a long time.

We do not tolerate any of the above forms of bullying. Therefore, all incidents of unacceptable and bullying behaviour will be recorded and an agreed range of graded sanctions will be applied to demonstrate to the individuals involved how seriously we take the matter. Parents will be informed of all serious incidents either verbally or by letter. Any child who uses bullying behaviour will be provided with support and guidance to encourage acceptable forms of behaviour using The Thrive strategies and approach.

At all times, we stress that it is the bullying behaviour that is unacceptable and not the person him/herself.

Reporting and Recording Bullying

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them. Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

When a parent or child tells us about bullying we will always take it seriously. Staff will listen and gather information and following this up with all children involved and other witnesses.

Signs and Symptoms For Parents and Staff:

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- . is frightened of walking to or from school
- . begs to be driven to school
- . changes their usual routine
- . is unwilling to go to school (school phobic)
- . becomes withdrawn anxious, or lacking in confidence
- . starts stammering
- . attempts or threatens suicide or runs away
- . cries themselves to sleep at night or has nightmares
- . feels ill in the morning
- . begins to do make less effort with school work than previously
- . comes home with clothes torn or books damaged
- . has possessions which are damaged or "go missing"
- . asks for money or starts stealing money
- . has dinner or other monies continually "lost"
- . has unexplained cuts or bruises
- . comes home hungry (money / lunch has been stolen)

- . becomes aggressive, disruptive or unreasonable
- . is bullying other children or siblings
- . stops eating
- . is frightened to say what's wrong
- . gives improbable excuses for any of the above
- . is afraid to use the internet or mobile phone
- . is nervous and jumpy when a cyber message is received
- . lack of eye contact
- . becoming short tempered
- . change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

All reports of bullying should be passed to the Senior Leadership team. They may decide to deal with the problem themselves or to ask another member of staff.

The school will keep a record of what happened, who was involved and what was done to try and sort the situation out.

The Anti-Bullying/Equality and Diversity Co-ordinator will ensure the information is passed on to the executive principal.

Sanctions

Sanctions to deal with incidents of bullying will take the following form:-

First incident:

- A verbal warning that behaviour is verging on bullying, time in with an adult at playtime or undertaking of kind deeds to others. Parents will be notified.

Subsequent incidents:

- Time in with adult / one to one time away from other pupils. Kind deeds to be undertaken. Parents notified.
- Parents asked to come to school to discuss problem/indoor plan agreed with parents for break/lunch times.
(At this point, advice from other agencies such as Educational Psychologist may be sought).
- Internal Exclusion.
- Exclusion from school at lunch times for a week, plus possible loss of any privileges that are coming up in the near future (trips, school camp, etc.)
- Fixed term exclusion from school
- Permanent exclusion from school

How we will reduce bullying

We will make lots of opportunities for children to think about how people are different and how this is a positive thing, not something to be afraid of.

We will help children to build self-esteem and feel happy about being themselves using individual and whole class Thrive action plans.

We make sure that the adults in the school set a good example by behaving in a caring and considerate way.

We will make sure all children know what bullying is and what it looks like. We will tell all children that prejudice related bullying is wrong during Anti-bullying week and at least once a term. We will always challenge children who use the words such as 'gay' to mean things they don't like e.g. 'those trainers are so gay'. We will always challenge any instance of discriminatory language or behaviour.

We will encourage all the children to tell an adult if they are worried about bullying. We have identified with the children trusted adults who they feel comfortable with and can talk about anything they need help with or if they feel unhappy.

We will have posters and booklets in key places around the school so that children can get help elsewhere if they can't talk to an adult in school (e.g. Child-line, Cyber Mentors). We will make children aware that cyber-bullying is unacceptable and promote Internet Safety annually.

Other strategies to reinforce the school's expectations

- Our School Rules and Golden Time
- Team points, reward stickers
- Weekly certificates Celebration Assembly
- Circle Time sessions
- School Council with two representatives from each class
- Playground buddies
- Friendship Stops on playground
- Workshops for parents and children in how to deal with bullying

Involvement of pupils

The children were asked for their thoughts and contributions at the time of the original policy formulation. These contributions were made at class level, through discussions in Circle Time and at School Council meetings.

Checking this scheme is working

This policy must be monitored to make sure it is working. The Head of School has the overall responsibility for this, but parents and children will be able to comment in the annual questionnaire.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

Bullying Online www.bullying.co.uk