



Anti-Bullying Policy

THE GRANGE PRIMARY SCHOOL

ANTI-BULLYING POLICY

To be read in conjunction with the school's behaviour policy, this policy outlines what the school will do to prevent and tackle bullying.

INTRODUCTION

DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

While it is unacceptable for a child to suffer as a result of hurtful actions or words and we will always challenge such behaviour as soon as it is reported, we maintain that to be classed as bullying such actions will be: -

- Wilful
- Deliberate
- Pre-meditated
- Repeated over a period of time

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through web-sites and social networking sites), sending offensive or degrading images by phone or through the internet, offensive graffiti, gossiping, spreading hurtful and untruthful rumours and excluding people from groups.

This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

AIMS AND OBJECTIVES

Bullying is wrong and damages individual children. At The Grange we do all we can to prevent bullying, by developing a school ethos based on mutual support and praise, in which bullying is regarded as unacceptable.

Our School provides a safe and secure environment where all children can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

THE ROLE OF THE GOVERNORS

The governing body supports the Headteacher in all attempts to eliminate bullying from our school.

The governors require the Headteacher to keep records of any incidents and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can follow the school's Complaint Procedure. This involves reporting the matter to the Headteacher in the first instance.

THE ROLE OF THE HEADTEACHER

It is the responsibility of the Headteacher to keep records of any incidents and implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and receive sufficient training to know how to identify and deal with incidents of bullying.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The anti-bullying message forms a regular part of the school's assembly programme.

THE ROLE OF THE TEACHERS

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school. These records are kept in a class file. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher or other senior staff. Teachers and support staff do all they can to support the child who is being bullied, involving parents as necessary.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. Time is spent talking to both parties in order to restore positive relationships. Parents/carers, SENCO, and other agencies will be involved as necessary.

Appropriate training is provided to enable all members of staff to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. This includes the use of Circle Time and the annual delivery of our programme to promote personal safety.

THE ROLE OF PARENTS/CARERS

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should inform the school of their concerns.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

THE ROLE OF PUPILS

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

LINKS WITH OTHER POLICIES AND PRACTICES

This policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy

- The recording of Racial Incidents
- Personal, Social and Health Education Policy and related curriculum map
- Every Child Matters Agenda
- Equality Information and Objectives
- Confidential Reporting Policy
- Child Protection and Safeguarding Policy

MONITORING AND REVIEW

This policy is monitored regularly and will be reviewed every three years. The school uses guidance provided by the DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Reference Documents:

DfE Guidance "Preventing and Tackling Bullying – advice for Headteachers, school staff and Governing Bodies." October 2014

Anti-Bullying Alliance Guidance