



Anti-Bullying Policy

Key Document Details

School Name: Grange Infants School

Version no: 1

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Owner: N/A

Approved by: E Rushen-Gough

Ratified date: September 2021

Interim review date: n/a

Next review date: September 2022

Overview

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

What is Bullying?

Bullying is anti-social behaviour and can affect anyone. It is unacceptable and will not be tolerated at Grange Infants School. Bullying is defined as deliberately hurtful behaviour, repeated regularly over a period of time.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- 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

However it manifests itself, bullying will not be tolerated at Grange Infant School.

Aims

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it. All staff take the following steps to ensure our children are safe at school:

- Promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- Take positive action to prevent bullying from occurring by committing to a zero tolerance policy of any kind of bullying behaviour.
- Inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- Make children aware of their right to be safe and their responsibilities to ensure others feel safe.
- Understand their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Whole School and Individual Staff Responsibilities

All staff at Grange Infants School have the responsibility to report and deal with any form of bullying.

Their responsibilities are:

- Never ignore suspected bullying.
- Don't make premature assumptions.
- Listen carefully to all accounts and investigate as fully as possible, making sure that there is no judgement.
- Adopt a problem-solving approach which moves pupils on from justifying themselves to a restorative justice approach.
- Complete the school pro-forma for recording bullying incidents and always report to the Principal using CPOM's.
- Follow-up repeatedly, checking bullying has not resumed.
- Use of a range of teaching and learning styles and strategies which challenge bullying.
- Use interventions which are least intrusive and most effective.
- Use whole class sessions to teach children about their responsibilities as pupils at Grange Infant School about how to behave.

Support for Parents

When parents raise a concern that their child is being bullied it is essential that this concern is taken seriously and not dismissed without further enquiries being made with all involved. The bullying incident reported on CPOM's can be used as a focus of the discussion with a parent so that there is a clear record of the concern and of immediate action to be taken by school staff. Actions and follow-up conversations or interventions can then be recorded as a follow-up action by staff. This is followed up by a senior member of staff and all conversations recorded on CPOM's.

Procedures and Recording

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which are serious for the individual child.

The following steps will be taken when dealing with any incident:

- All reported incidents will be investigated immediately by the member of staff who has been approached or witnessed the incident.
- Listen to the child reporting the incident and make sure that they feel that their concerns are being taken seriously.
- Record the incident on CPOM's, making sure that the child's voice is recorded clearly and details of what has happened and actions taken are followed up.
- Check through to establish if there are any previous incidents involving the same children.

- If you feel that this is one of a number of incidents, or particularly severe, refer immediately to a member of the SLT.
- If the incident is 'minor' and does not merit a referral, please make sure you deal with the incident effectively and in line with the positive behaviour policy. Record this on CPOM's as normal.
- Children must feel that their complaint has been dealt with properly. If you are unsure what to do, please seek advice.
- Once a referral to the SLT has been made, a thorough investigation of the incident involving all parties will be undertaken and recorded in writing as a follow-up action on CPOM's.
- The Principal should always be made aware of any incidents which have been dealt with by the SLT.
- After the investigation has taken place, a decision should be made as to whether a case of persistent bullying is taking place. If this is the case, the parents of the perpetrator will be invited to discuss the situation with the Principal or Assistant Principal as appropriate.
- Parents of the bullied child must be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with.
- If an allegation of bullying is made by a parent, full written details should be taken and referred to the Principal or Assistant Principal.

Support

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff.
- Reassuring the pupil and discuss what actions they would like to see happen. Follow this up with the pupil after the event at a range of different times.
- Offering continuous support through a key adult.
- Restoring self-esteem and confidence through discussions with the child's key adult or the trained ELSA in school.

Pupils who have bullied will be supported by:

- Discussing what happened in their view and if there are any underlying issues that they feel they need to be supported with.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change the behaviour. Further support through ELSA or drawing and talking therapy may be required for the pupil to change the behaviour.
- Informing parents or guardians to help change the attitude of the pupil and what is happening in school to support this change.
- Within the curriculum, all staff will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such

behaviour.

Incidents of bullying outside the school's premises

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims "not to suffer in silence". Actions the school could take, if deemed appropriate, could include:

- Talking to the local police about the problems within the Community.
- Talking to the schools if appropriate whose pupils are involved in bullying off the premises.
- Inviting key adults such as the police to talk with pupils about raising the awareness of bullying.

Online Bullying

Bullying can also take place via text messages, MSN and other means of 'cyber communication'. This often happens out of school hours, but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously. See below for further information.

Adult Bullying

From time to time, adults behave inappropriately towards each other. If any parent feels that they are being treated inappropriately within our school community they must report this to the Principal immediately.

On occasions, when a parent suspects another child of inappropriate behaviour towards their own child, they try to take matters into their own hands. This can result in:

- Parents approaching other parents in groups.
- Inappropriate verbal exchanges in front of pupils.
- A breakdown in communication

If children are experiencing problems with other children, parents must not try to take matters into their own hands. Parents' confronting other parents in the playground is not acceptable and could be viewed as adult bullying. The school should be informed immediately of any concerns so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be.

Incidents of Online Bullying

Grange Infants School is committed to act on any Incident of online bullying, and reserve the right to act upon these as per section 89 clause 5 of the Education and Inspections Act 2006. This means that the school reserves the right to deal with any bullying incident that pertains to the school "to such extent as is reasonable", whether it is on the school premises or in the online world.

Definition

As there is no legal definition of Online bullying, for the purposes of this policy the school will use the following summary:

“The repeated use of electronic communication in any form, on any platform, which would cause harm or distress to another person.”

Statement of intent for Online Bullying

The school will deal with any incidents on an individual case by case basis, using a set of sanctions that are proportionate to any behaviours demonstrated. The school will take into account the context, the intention and the impact of any incident before determining the response and actions to be taken.

The school will allow a degree of flexibility in the application of actions e.g. a series of low level incidents would likely to be treated differentially from persistent and more serious incidents.

Procedure

All incidents of online bullying should be logged and recorded on CPOM's and assigned to a senior member of staff. This will ensure members of staff can identify any patterns of behaviour, in order to allow issues to be dealt with proactively and proportionately.

Any incident should be reported to the Principal of the school. A written record of the incident should be made and then monitored by the E-safety co-ordinator of the school. The Principal will consider the context, intention and impact of the incident, in order to determine the level of sanction put in place.

Parents and carers from both parties must be informed and advised of any action that takes place. The Principal will decide on a sanction which is proportionate to the incident.

Monitoring, Evaluation and Review

The monitoring, evaluation and review of this policy will take place annually as part of the Safeguarding programme.