

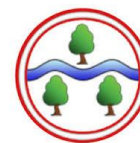
# **GHYLLGROVE PRIMARY SCHOOL**



## **Anti-Bullying Policy**

*Reviewed by the Governors: Autumn 2023*

*Date to be reviewed: Autumn 2026*



## ANTI-BULLYING POLICY

### Introduction

This document is a statement of the aims, principles and strategies for dealing with bullying at Ghyllgrove Community Primary School.

This document was reviewed during Autumn 2023. It will be reviewed in Autumn 2026.

### Overview

We are committed to providing a caring, friendly, happy and safe environment for all. Bullying of any kind is unacceptable in our school. If bullying does occur, all children and adults should be able to tell and know that incidents will be dealt with promptly and effectively. We are a telling school.

### Objectives of this policy

- All staff, children, parents and governors should understand what bullying is.
- The school policy should be clear to all and follow it when bullying is reported.
- Parents and children should know what to do when bullying arises.
- As a school we take bullying seriously.

### What is bullying?

“Bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless.” (ECC Anti-bullying Policy & Strategy March 09)

Pupils can be bullied for a variety of reasons. Specific types of bullying include:

- Bullying related to race, religion or culture
- Bullying related to SEN or disability
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked-after children or otherwise related to home circumstances
- Sexist or sexual bullying

Bullying can take different forms such as:

- **Non-verbal (Physical):** kicking, hitting, damaging or taking belongings
- **Verbal:** name calling, taunting
- **Indirect (Emotional):** spreading rumours, excluding
- **Prejudiced Based:** This form of bullying is generally driven by negative attitudes towards another group of people, or because the selected victim is seen as 'different' in some way. This can include homophobic bullying, racist bullying and the bullying of children with SEN.

- **Cyber:** This is the use of electronic communication to deliberately hurt someone. This includes the intentional sending of hurtful messages and inappropriate images.

Bullying occurs when an individual or group hurts another person or persons even when they know the 'target' is not happy about it.

### **Why is it important to respond to bullying?**

If an individual is subjected to bullying action steps should be taken to support and 'protect' the 'target'. Everyone has the right to be treated with respect. Our school rules state,

‘Treat people the way you would like to be treated.’

An individual that is a bully needs to learn different ways of behaving. A person is not born a bully often they have been bullied themselves. They do not always realise that their behaviour is having a negative effect on others.

### **How does the school respond to bullying?**

#### **1. Preventative strategies:**

- Use of curriculum opportunities to discuss issues around diversity and draw out anti-bullying messages.
  - PSHE learning opportunities
  - Anti-bullying week
  - Friendship days
  - Anti-bullying workshops – NSPCC
  - Whole school assemblies led by Senior staff
  - Group activities with Pastoral Mentors ( Blue room)
  - Use of a consistent whole school approach to behaviour (see Behaviour Policy)
  - Assemblies on internet use, social media and dangers.
- Gathering information and data on the views and experiences of pupils, staff and parents to enable schools to monitor, evaluate and improve anti-bullying work.

#### **2. Procedures:**

- Pupils are encouraged to report all incidents of bullying and suspected bullying to staff: Teachers, teaching assistants, mid-day assistants, Pastoral Mentors or any other members of staff.
- Parent/carers concerns regarding suspected bullying/bullying are also investigated.
- Incidents will be investigated by Pupil Support Team and if the child is being bullied then details will be recorded in the 'Pink File '.

All incidences are recorded in the 'Pink File' to enable school to:

- Manage individual cases effectively
  - Monitor and evaluate effectiveness of strategies (Inform next steps in preventative work)
  - Engage/inform multi-agency teams
  - Provide data to LA.
- In some cases, parents should be informed and asked to come in and discuss the problem ('target' and/or the perpetrator – separately).
  - The school will use the 'Support Group' approach to support the 'target' and also the 'perpetrator' to change their behaviour. This will be reviewed regularly.
  - The bully will be asked to apologise and sanctioned in keeping with the seriousness of the bullying and school policy. They will be offered support.

### 3. Consequences: (see Behaviour Policy)

These are intended to hold the 'perpetrator' to account for the behaviour and to gain a logical/ educational understanding. Consequences have three main purposes:

- Impress on the perpetrator that what he/she has done is unacceptable;
- Deter his/her from repeating that behaviour and
- Signal to other pupils that the behaviour is unacceptable and deter them from doing it again.

### 4. The support group: (Restorative Justice)

When an incident of bullying occurs the 'perpetrator' and 'target' may be brought together as part of a group of children. The objective of this group is to discuss the incidents that have occurred and for the 'perpetrator' to try to understand how their behaviour is affecting others. The group try to resolve the problem amongst each other with adult support. They agree how to support each other and this is monitored very regularly by adults.

### 5. Supporting the 'target' and the 'perpetrator':

'Target' - Their behaviour is monitored by staff. The bullying will be discussed with them by their teacher and/or Pastoral Mentor.

Perpetrator - Depending on the individual they will be offered; anger management, social skills etc. to support them to change their behaviour.

### 6. Additional Disciplinary Consequences

If support is offered and incidents of bullying still take place the school will consider whether fixed term exclusion is necessary alongside more intensive support.

In severe and repeated cases, a permanent exclusion cannot be ruled out.

This policy should be read in conjunction with the school's Behaviour Policy.

Further information for parents and children can be found from the following sources:  
Safeguarding children and young people and Keeping children safe in Education 2023

There may be occasions when a bullying incident should be addressed as a child protection concern. This could arise when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. If this is the case, the headteacher should report their concerns to social care.

Childline – 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

NSPCC Helpline – 0808 800 5000

[www.there4me.com](http://www.there4me.com) (an online service for young people)

Kidscape – 020 7730 3300 [www.kidscape.org.uk](http://www.kidscape.org.uk)

Parentline Plus [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

[www.antibullyingalliance.co.uk](http://www.antibullyingalliance.co.uk)