

GRANGEFIELD SCHOOL

Anti- Bullying Policy Reviewed November 2015

Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Grangefield School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere free from oppression and abuse. Bullying is an anti social behaviour and affects everyone.

All types of bullying are unacceptable at our school and will not be tolerated.

All pupils should feel able to tell. We are a TELLING school and when bullying behaviour is brought to our attention, prompt and effective action will be taken. This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

What Is Bullying?

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Bullying generally takes one of four forms:

- Indirect; being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical; pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal; name-calling, teasing, threats, sarcasm
- Cyber; all areas of internet & social media misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera and video facilities

Although not an exhaustive list, common examples of bullying include:

- Racial bullying
- Homophobic bullying
- Bullying based on disability, ability, gender, appearance or circumstance

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Grangefield have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- Bullying will not be tolerated.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying are reported.

Procedures to follow:

When a member of staff is told that bullying is taking place it will always be investigated

When it is established that bullying has taken or is taking place:

- It will be dealt with immediately
- A clear account of the incident will be recorded by the member of staff to whom the incident was reported, or where appropriate, to the class teacher (see UBSUP)
- If necessary the head teacher will continue to deal with the incident
- All relevant members of staff will be kept informed
- Parents will be kept informed and invited in for a meeting if necessary

- Appropriate disciplinary action will be taken
- In more extreme cases the head teacher may contact external support agencies to support individuals
- After the incident / incidents have been investigated and dealt with, each case will be monitored to prevent repeated bullying from taking place
- If the bullying continues it may result in the bully/bullies being excluded
- In some circumstances the Childrens and Families Support Worker may work with children who have been affected by or involved in the bullying, on a specific programme of work
- Where a bullying incident disclosure leads to a concern regarding safeguarding, please refer to the school safeguarding policy

Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Writing and implementing a set of school rules
- Using PHSE, Art, Drama or Music to reinforce awareness
- Reading stories about bullying or having them read to a class or assembly
- Having regular discussions about bullying and why it matters including anti-bullying week.

Bullying of Staff

The Governing Body and Headteacher have a duty of care for all staff, and the bullying of school staff, whether by pupils, parents or other staff will not be tolerated.

Report bullying incidents to your Key stage leader (or if appropriate, directly to the Headteacher) All incidents will be dealt with in a confidential manner, with appropriate action taken to support the member(s) of staff involved.

There is no place for bullying at Grangefield school.

This Policy will be reviewed annually. Next review date: November 2016

Help organisations:

Childline 0800 11 11

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Child Exploitation and Online Protection Centre www.thinkuknow.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.