

Anti-Bullying Policy



July 2024

Next review July 2025

Our School Rules

Be Safe

Be Kind

Be Respectful

We Keep Trying!

At Greystones our aim is for each child to feel happy and safe at school. We want everyone in our school community to know that they belong and that they are important. We teach children to develop caring, respectful relationships through excellent modelling, explicit discussion and regular instruction.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences. (DfE guidance, 2017, p8)

The Anti-bullying Alliance defines bullying as *the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.*

We believe bullying is intentional and repetitive. It affects the emotional wellbeing of others and the dignity of any individual, or group of individuals.

Bullying includes:

- Physical hurt or intimidation
- Verbal bullying
- Emotional abuse (including deliberately trying to scare, humiliate, isolate or ignore a child)
- Homophobic bullying
- Racial bullying
- Sexist bullying
- Indirect harm (e.g. spreading rumours)
- Online bullying is any form of bullying which takes place online or through smartphones and tablets

The harmful effect on educational performance which can be caused by bullying is recognised.

At Greystones we are committed to combating all bullying behaviour, and its consequences, in partnership with parents, carers and relevant agencies. We act swiftly to stop and prevent it.

Children who bully need to change their behaviour. We understand that children who are bullying may have SEND needs, difficulties inside/outside of school or may be victims of bullying themselves. As a school we support these children to make different choices as well as challenging their past behaviour.

How we challenge & report bullying:

1. Listen
2. Record
3. Investigate
4. Respond
5. Follow-up and monitor

We make sure our response to incidents of bullying take into account the needs of the person being bullied, the needs of the person displaying bullying behaviour and the needs of any bystanders. Our focus is on ensuring bullying behaviour stops and changes.

We work hard to build excellent relationships with all children so they feel confident about sharing their feelings and concerns with adults in school. Children can speak to adults in school or use their class Worry Box.

Children who have experienced bullying are closely monitored. Staff follow-up with discreet checks and conversations.

We provide support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic, sexual and online bullying.

How we prevent bullying:

We explicitly and regularly teach our pupils how everyone involved in our school is expected to behave at all times.

We regularly discuss bullying and how to prevent it. In class discussions or circle times, staff teach skills such as listening, turn taking, respecting and celebrating differences. Children learn how to deal with problems in a positive, non-aggressive way.

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We are proactive about:

- ★ Seeking opportunities to learn about and celebrate differences in order for everyone to know it's good to be you and develop pupil's self-belief and confidence.
- ★ Seeking opportunities to learn about other religions and cultures
- ★ Seeking opportunities to learn about gender and identity so that being gay, lesbian or transgender is not seen as a negative or a choice but is who a person is and is not a reason to bully a person.
- ★ Welcoming new members to our setting and teaching them the importance of an explicitly inclusive approach which celebrates and values diversity

Our approach to online bullying

Online bullying is any form of bullying which takes place online or through smartphones and tablets. Social networking sites, messaging apps, gaming sites and chat rooms such as Facebook, Xbox Live, WhatsApp, Instagram, YouTube, Snapchat and other chat rooms can offer a positive experience, but they can also be a way for bullies to access pupils outside of school.

Most online bullying takes place outside of school. Nonetheless it can have a direct and significant impact on children's confidence and relationships in school. It affects their ability to learn and thrive. We support children who have been bullied online by following the same procedures as we do for other school-based or school-linked bullying.

How we restore relationships

We use a restorative practice approach which encourages children to take responsibility for their actions and to repair any harm that they have caused. It is a structure which gives victims of bullying the opportunity to voice their feelings and have their perspectives acknowledged. It also allows children who have been intentionally unsafe/unkind/disrespectful to apologise and make a fresh start.

In all circumstances where the school identifies a case of bullying, the school will act to ensure that the child who has been bullied is protected from further incidents.

Role of Parents

- ★ Raise concerns with your child's teacher if you feel your child is being bullied or feeling unsafe at school. You can also raise concerns with other members of our school staff. Once reported, the school will investigate it fully.
- ★ Stress to your children the importance of appropriate sociable and inclusive behaviour.
- ★ Promote the school rules as a set of expectations to be followed in school and out of school.
- ★ Actively support the Anti-Bullying Policy, by participating in all communication with school responsibly and calmly.
- ★ Understand that, as a school, we have a responsibility to support both the victim of bullying and the bully so we can find out why it is happening and prevent it from happening again.

Role of children:

- ★ Report any incidents of bullying they have witnessed to an adult, especially where the victim may be afraid to report him/herself.
- ★ Act in a respectful, safe and kind way to their peers

- ★ Refrain at all times from any behaviour which would constitute bullying or could be construed as bullying behaviour.

Role of the Headteacher & staff team

- ★ The Headteacher is responsible for ensuring the health, safety and welfare of all children in the school.
- ★ The Headteacher and SLT support the staff team by implementing the policy, by setting the standards of behaviour, and by supporting staff in the implementation of the policy.
- ★ The school keeps records of all reported serious incidents of unacceptable behaviour and this will be monitored by the senior and pastoral team.

Role of the School's Governors

- ★ The Headteacher reports the number and nature of bullying incidents to governors termly in the Headteacher Report.
- ★ Governors check that the Headteacher and staff team are implementing the school's Anti-Bullying Policy and Behaviour Policy correctly and accurately.

Headteacher: Sinead Gaffney
Deputy Headteacher: Stephen Glossop
Assistant Headteacher: Cath Harling
Senior Learning Mentor: Alison Murray
Chair of Governors: Mark Wilde
0114 266 3413
enquiries@greystonesprimary.com