



Greenbank Primary School

Anti-bullying Policy

Date adopted:	Spring 2021
Review cycle:	3 year basis or in the light of any relevant legislative changes or updated guidance
Review Date:	Spring 2024
Committee:	Governing Board
Author:	School Leadership Team

MISSION STATEMENT

We aim to provide a learning environment where all children can achieve their highest potential and to foster a climate where all children, regardless of class, race, gender or disability feel secure and can grow in confidence and self-esteem.

Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

The Education and Inspection Act 2006, 2011

The Equality Act 2010

The Children Act 1989

Protection from Harassment Act 1997

The Malicious Communications Act 1988

Public Order Act 1986

Statement of intent

The purpose of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable.

At Greenbank Primary 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. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Aims and objectives of the policy

- To raise awareness of bullying by ensuring that all governors, teaching and support staff, pupils and parents should have an understanding and definition of bullying.
- To bring about conditions in which bullying is less likely to happen in the future by ensuring that all governors, teaching and support staff, parents and pupils know what the school policy is on bullying, and how to report it.
- To ensure a whole school approach to bullying by ensuring that all governors, teaching and support staff, pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.

- To ensure that all staff and Governors are aware of the legislation surrounding bullying and the use of derogatory language.
- To ensure that all staff and Governors are fully informed of the role of schools in educating children and young people about unacceptable bullying behaviour.

What is bullying? (Definition of bullying)

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. It can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Pupils who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Bullying is recognised by Greenbank Primary School as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Not all aggressive behaviour is bullying. It is important to be clear about the distinction between bullying and isolated acts of aggression or hostility. Behaviour, which appears to be bullying, may be exhibited by some children, especially young children, without the intention or awareness that it causes distress. Some individuals may feel bullied, even when there is no intention from others to cause them distress. Such perceptions of bullying will nonetheless be taken seriously as a reflection of the individual's vulnerability.

Forms and types of bullying covered by this policy

This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - ❖ Bullying related to race, religion, faith and belief and for those without faith
 - ❖ Bullying related to ethnicity, nationality or culture
 - ❖ Bullying related to Special Educational Needs or Disability (SEND)
 - ❖ Bullying related to sexual orientation (homophobic/biphobic bullying)
 - ❖ Gender based bullying, including transphobic bullying

Why is it important to respond to bullying?

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

Signs of bullying

Bullying is sometimes difficult to detect, especially if victims are reluctant to report the incidents and there are no witnesses.

At Greenbank Primary School we are committed to fostering an 'open' atmosphere where issues can be raised and discussed and where everyone is aware of anti-bullying procedures and measures.

We firmly believe that for an anti-bullying policy to operate successfully, it requires the full co-operation of children, staff, parents and governors in ensuring that this is a priority in the day to day life of the school.

The behaviour of children and young people is not always easily understood. Changes in behaviour may have many causes. Being bullied can be one reason why a child or young person's behaviour changes.

Signs to look out for may include:

- Reluctance to attend school
- Unexplained cuts, bruises, aches and pains
- Becomes withdrawn, anxious, or lacking in confidence
- Lapses in concentration
- Deterioration in performance or achievement at school.
- Displays of aggressive, unreasonable or disruptive behaviour
- Begins truanting
- Cries himself/herself to sleep at night
- Feels ill in the morning
- Comes home with clothes torn or books damaged
- The child's possessions go "missing"
- Becomes aggressive, disruptive or unreasonable

These signs can also be an indication of other problems and may not always be linked to bullying. Some victims of bullying do not appear to reveal any outward signs.

How we prevent and reduce bullying

At Greenbank Primary School we use a variety of methods to help children to learn what bullying is so we can prevent bullying from happening:

- whole school assemblies;
- class assemblies;
- take part in Anti-Bullying week;
- collaboration with organisations such as Bullybusters
- Philosophy for Children lessons;

- SEAL and PSHE lessons;
- Internet-Safety Day.

The ethos and working philosophy of Greenbank School means that all staff actively encourage children to have respect for each other.

- Good and kind/polite behaviour is regularly acknowledged and rewarded.
- Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying.
- Staff will reinforce expectations of behaviour as a regular discussion
- Staff must be vigilant regarding groups of friends together to ensure that they are behaving in a positive and friendly way.
- Staff must reinforce a general message that children do not have to be friends with everyone else, but they must try to behave in a friendly manner and be respectful of everyone else's feelings.

Code of Conduct

Our Calm School Code / Calm Class Code is regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced.

Our Calm School Code is as follows:

- Listen carefully
- Speak nicely
- Move calmly
- Act kindly

Reporting Bullying

At Greenbank Primary School, If a child feels that they are being bullied then they are encouraged to do any of the following (not hierarchical):

- Tell a friend
- Tell your School Council class member
- Tell a teacher or adult whom you feel you can trust
- Tell a parent or adult at home whom you feel you can trust
- Ring Child Line and follow the advice given

Responding to bullying

- All cases of alleged bullying should be reported to the DSL or a member of the Leadership Team.
- In any case of alleged bullying, either the Classteacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.
- If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation.

- Both parties should be clear that a repeat of these behaviours will not be acceptable.
- All proven bullying incidents must be recorded on CPOMS under the category of *Bullying*.
- Parents of both parties should be informed.
- If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved.
- Any further incidents should lead to intervention (e.g. through the Welfare Officer or outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Possible Outcomes

The bully (bullies) may be asked to make a genuine apology.

Sanctions include:

- lunchtime detention;
- behaviour contract;
- suspension from non-curriculum activities;
- Individual Behaviour Plan.
- after school detention

In serious cases, fixed term or permanent exclusion will be considered.

If possible, the pupils will be reconciled.

Every attempt will be made to help the bully (bullies) to change their behaviour.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support to restore confidence and self-esteem.
- Offering an opportunity to discuss the experience with their teacher, the Welfare Officer, the Designated Safeguarding Lead, or a member of staff of their choice.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Applying sanctions as outlined above in line with school behaviour/discipline policy;
- Where necessary, working with the wider community and local/national organisations such as Bullybusters to provide further or specialist advice and guidance.

Monitoring and review

This anti-bullying policy is the Safeguarding Committee's responsibility and they review its effectiveness annually by discussion with the Head teacher and Designated Safeguarding Lead. The policy will be formally reviewed on an annual basis or in the light of any relevant legislative changes or updated guidance.

USEFUL WEBSITES AND CONTACTS

www.bullybusters.org.uk/

www.anti-bullyingalliance.org.uk

www.bullying.co.uk

www.dfes.gov.uk/bullying

www.childline.org.uk

www.antibullying.net

www.digizen.org.uk

www.ceop.police.uk

www.cybermentors.org.uk

www.kenttrust.org.uk/safeguards

www.kidscape.org.uk

Advisory Centre for Education (ACE) 020 7354 8321

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