

# Grindleton CE Aided Primary School



## Anti-Bullying Policy Statement January 2022

At Grindleton School we wish to secure the happiness and safety of all our children and ensure that each child is working in an environment where the behaviour of other pupils does not hinder their academic progress. Bullying is seen as a totally unacceptable form of behaviour, which has a negative impact on both the victim and the bully. Our policy is designed to prevent bullying wherever possible and to provide strategies for early identification and an effective response. It is routed in our Christian Vision

**'In the same way, let your light shine before others that they may see your good deeds and glorify your father in heaven.'** Matthew 5 v16

**Grow and shine in God's glory.**

## **Definition**

An open, agreed definition of bullying is important because an active policy is not effective without one.

**Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else by physical, verbal or psychological means. It may be distinguished from other unacceptable forms of aggression in that it involves the dominance of one person by another or a group of others. It is premeditated and usually forms a pattern of behaviour rather than an isolated incident.**

## **Aims**

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable by all in the school community.

We aim as a school to provide a safe and secure environment where all can learn without anxiety, to create a culture in which bullies are unable to operate successfully.

To provide a means whereby bullying can be identified in its early stages.

Wherever possible to prevent bullying from occurring and to provide strategies to deal with it successfully when it does occur.

To provide support for victims and their parents.

To provide counselling for bullies and their parents.

To establish a system of sanctions in line with our behaviour management policy.

To facilitate the identification of bullies, victims and places or situations where bullying may occur.

## **Strategies**

Pupils will be proactively encouraged to report any concerns to a staff member and then provided with the opportunity to talk, in confidence.

Staff and governors will discuss bullying incidents at their meetings in order to maintain awareness and a consistent approach. These will be recorded on CPoms in order to identify patterns of behaviour.

Parents will be informed of the policy and encouraged to bring any incidents of bullying to the attention of a member of staff.

We will seek to achieve a uniformity of approach between home and school, whereby parents and staff will be mutually supportive.

Governors and staff will make use of further training to enable them to become equipped to deal with incidents of bullying and behaviour management with confidence.

Awareness of bullying issues will be raised through our school curriculum: - R.E., PSHE, Drama and Collective Worship themes.

We will aim to provide adequate supervision of key areas of school in order to prevent bullying.

Incidents of bullying will be recorded on CPoms.

Staff will agree on a consistent approach for listening to victims, witnesses and bullies.

Through these strategies we will further develop a positive ethos where pupils have the confidence to talk about bullying and play an effective role in its elimination.

The policy will be published so that all pupils, staff, parents and governors are aware of our philosophy and approach with regard to bullying.

### **Bullying can be based on any of the following things:**

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic - Homophobic bullying - is bullying based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bisexual people. Homophobic bullying may be targeted at pupils who are, or who are perceived to be, lesbian, gay or bisexual. It can also suggest that someone or something is less worthy because they are lesbian, gay or bisexual. For example, a boy repeatedly being called 'gay' for holding hands with another boy. The school will also strongly challenge the use of any homophobic language e.g. "those trainers are so gay".
- Special educational needs (SEN) or disability -we promote a positive attitude to disability and eliminate harassment. Our SEND & Inclusion policy makes clear that we make all reasonable adjustments for the full participation of pupils with disabilities. We are vigilant in making sure that we address the needs and feelings of these pupils and use a variety of strategies for communication
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal, circumstances
- Related to another vulnerable group of people

### **Monitoring and Review**

Such is the nature of this policy that it needs to be monitored regularly by the Headteacher who in turn will report to the governing body on its effectiveness.

The responsibility for the policy lies with the governors who will review it annually. An annual review will include a report from the Headteacher on any incidents of bullying that have occurred and how effectively it was dealt with.

Written January 2022

To be reviewed January 2023