



**Achieving together**

# **Griffydam Primary School**

## **Anti-Bullying Policy**

**June 2024**

### **Our School Vision.**

We will create a happy school where children are encouraged to grow, to develop a positive sense of self, engage with varied opportunities and feel confident to take the next steps in their learning.

At Griffydam Primary School, we are committed to providing a caring, friendly and safe environment for all children. Bullying, in any form, will not be tolerated at Griffydam. **All** members of the school community are expected to report incidents of bullying and harassment. **All** members of the school community; pupils, staff, parents and the wider community, deserve the right to feel valued, equal and respected and be able to come to our school without fear. Bullying can have a serious effect on self-esteem, mental health and wellbeing.

The Headteacher, Miss Victoria Wills, has the lead responsibility for the school's Anti-Bullying work.

This policy was developed in consultation with staff, governors and is written in line with the DfE guidance, 'Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies and with advice from the Leicestershire Anti-Bullying Team.

### **Definition of Bullying**

**The Anti- Bullying Alliance definition of Bullying is:**

**"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."**

<https://www.anti-bullyingalliance.org.uk/tools-information/all-about-Bullying/what-Bullying/aba-definition-Bullying>

**It can be:**

**Verbal- The repeated negative use of speech, sign language, or verbal gestures to intentionally hurt others.**

This may include Hurtful words, offensive language, swearing, discriminatory language

**Indirect-The repeated negative use of actions, which are neither physical nor verbal, to intentionally hurt others.**

This may include isolating someone, rumours, sharing someone's secrets, damaging/taking someone's property and physical intimidation.

**Cyber-Bullying - use of ICT via mobile phones/computer/ internet.**

This may include sending hurtful or intimidating messages and the inappropriate use of photographs

**Physical-The repeated negative use of body contact to intentionally hurt others.**

This may include Hurting someone intentionally, kicking, Punching, pinching, Spitting, slapping.

ABA 2018

Children may have friendship fall outs, which can be upsetting and are dealt with sensitively in school. Fall outs of this type are not bullying. I

In our school, we recognise that bullying behaviour can be defined as **'Several Times on Purpose'- STOP.**

**In line with the 2010 equalities act, we will not tolerate bullying and harassment relating to any of the 9 protected characteristics.**

**We recognise that some groups of pupils may be vulnerable to Bullying because of:**

- **Race, religion or culture**
- **SEN or disabilities**
- **Appearance or health conditions**
- **Home circumstances**
- **Sexual orientation (Homophobia & Biphobia)**
- **Gender/ gender identity (including transphobia)**

We also acknowledge that staff can be bullied. We will not accept the Bullying of a member of staff by any child, parent or other member of staff. If incidents do occur, they should be reported to the headteacher. In the case of an allegation against the headteacher, this should be reported to the Chair of Governors (see Whistleblowing Policy).

**How Should Pupils Report if they are Being Bullied?**

- We are a **listening and telling** school. This is the message that will be promoted at all times. If a child feels that they are being bullied, they can **report** it to **any member** of our school team. Children are also encouraged to tell a trusted friend as part of our approach.
- We take **all** reports of bullying seriously and will **always** investigate.
- **Miss Wills, the Headteacher**, takes the lead in each investigation of bullying, supported by class teachers, ELSA teaching assistant and other key members of staff as appropriate.

**How do we Ensure that Children are Aware of this issue?**

- The issue of bullying will be raised regularly in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters.
- We devote time in the year's assembly programme to remind children about bullying.
- There are two weeks in the school calendar that address bullying; e-safety week and Anti-Bullying week.
- Our PHSE scheme of work, 'CORAM SCARF', addresses bullying at key points in each programme of study, from Foundation Stage to Year Six.
- Staff receive regular updates to refresh their training and to ensure that they are kept up to date with changes to policy, practice and legislation around bullying.

**How should parents report concerns around Bullying?**

**Contact the School**

The first point of contact is your child's **class teacher**. You can speak to them either before or after school, contact the office for a meeting or email the school office. We take allegations of bullying very seriously so will make sure that a meeting is arranged promptly.

The class teacher will:

- Explain the school's policy and reassure parents that the allegations will be followed up promptly.
- Agree a timescale to speak to the parent after investigations have been made.
- Inform Miss Wills, headteacher, about the report and investigation outcomes.
- Feedback to the parent to reassure them that appropriate measures have been taken.

School Staff will respond to incidents as follows:

- The ELSA will meet with the target and encourage them to talk about the incident, issues and their feelings.
- Arrange a programme of support for the target to monitor and restore well being; 1:1 support, peer support, things to do at break/lunch, reconciliation with instigator.
- Inform the target's parents about the programme of support offered.
- Senior staff will collect information regarding the incident and conduct a thorough investigation.
- The headteacher and class teacher will meet with the instigator to discuss their perception of the incidents and motivation.
- In line with our school behaviour policy, consequences will be agreed and confirmed with the instigator in order to ensure that they both reflect upon their actions and learn how to interact appropriately.
- The headteacher may take the decision to exclude a child immediately for serious bullying behaviour.

### Graduated Sanctions

The following sanctions may be used, in line with the school's behaviour policy.

- Apologise to the target, either verbally or in writing.
- Loss of playtime
- Parents invited into school to discuss the incident and consequences.
- Daily or weekly behaviour monitoring
- Withdrawal from participation in school visits or club activities that are not part of the statutory curriculum.
- Fixed term exclusion
- Permanent exclusion
- Police notified if criminal offence committed.

As we want to ensure that bullying behaviours are changed, we would also run a programme of targeted support for the instigator, so that they are able to see how their behaviours affect others. This would be lead by either the ELSA or another member of the teaching assistant team.

### What will happen next?

The headteacher will follow up with the children concerned across the course of the next few weeks to ensure that there has been a positive change in the situation and will monitor after that, with support from the class teacher.

### Bullying Outside School Premises

Where bullying incidents are reported to us that have occurred outside our school premises **involving our pupils**, we will act upon it, using the same structures as those within school. The headteacher will consider whether school needs to notify the police. We will signpost the police for parents who may need to report a crime or incidents that have involved older children or adults.

### How are Incidence of Bullying Recorded?

All incidents of bullying will be recorded on CPOMS.

This information will be anonymised and passed onto governors on a termly basis, via the Headteacher's Report to the Governing Body. The data will be used to identify trends or patterns of need within the school.

## Strategies for Preventing Bullying

Parents and the community will be encouraged to actively support the policy by working with the school staff and Governors to ensure that we have a safe and happy school.

- Parents will be sent information about what constitutes Bullying in order to support their children's understanding.
- The School Council will include bullying as an agenda item at meetings and **peer support** systems already in place (Reading Buddies, House Captains, Friendship Stop, Play Coaches) will be used to give children additional means of sharing their concerns.
- The Governing body and leadership team will monitor bullying via staff meetings and by auditing questionnaires from pupils and parents.
- All staff, including lunchtime supervisors, will receive training on the identification, prevention and management of bullying. At the start of a new school year procedures for dealing with a bullying incident will be discussed at an early staff meeting. The policy will be discussed and then distributed to all new staff.
- We add anti bullying information on the newsletter.
- We will set anti bullying ambassadors to work with the ELSA

### Guidelines for implementing this policy:

- The policy will be monitored and evaluated annually by the Governors' Behaviour and Safety Committee, and will involve all stakeholders.
- It is recognised that the Headteacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy
- Children are encouraged to report and challenge all incidents of bullying, whether they are targets or bystanders.
- All staff will respond to children's, staff or parental concerns seriously and support the agreed procedures.

## Strategies for dealing with Bullying

If Bullying is suspected we will:

- Investigate bullying behaviour or threats and aim to put a stop to the bullying quickly.
- Talk to the suspected target and any witnesses.
- Identify the instigator and talk about what has happened to discover why they became involved. Make it clear bullying will not be tolerated.
- Parents will be informed and will be asked to come into school for a meeting to discuss the matter
- Incidents of bullying will be recorded in the school incident log.
- The instigator (bullies) may be asked to genuinely apologise. other consequences may take place.
- In serious cases suspension, or even exclusion, will be considered.
- If possible, the pupils will be reconciled.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated Bullying does not take place.
- Log any incidents on CPOMs

### Help Organisations:

|   |  |
|---|--|
| Advisory Centre for Education (ACE)     | 08088005793  |
| Children's Legal Centre                 | 0845 345 4345  |
| KIDSCAPE Parents' helpline              | 0845 120 5204  |
| Family Lives (formerly Parentline Plus) | 0808 800 2222  |
| Youth Access                            | 0208 772 9900  |
| Bullying Online                         | <a href="http://www.Bullying.co.uk">www.Bullying.co.uk</a> |

There are also a number of very useful and informative websites which deal with the issue of bullying. The Leicestershire website is: [www.beyondbullying.com](http://www.beyondbullying.com).

Signed (on behalf of the Governing Body) \_\_\_\_\_

Date: July 2024

Review date: July 2025

Appendix 1

| Details of Bullying incident  |  |  |
|---|--|--|
| <b>Name of the person reporting the incident:</b>                               |  |  |
| <b>Date of incident:</b>  |  |  |
| <b>Target's name:</b>   |  |  |
| <b>Target's date of birth:</b>  |  |  |
| <b>Type of incident: (Tick applicable category/ categories)</b>                 | Homophobia: <input type="checkbox"/>   | Sexism: <input type="checkbox"/>                         |
|   | Transphobia: <input type="checkbox"/>  | Disability or health condition: <input type="checkbox"/> |
|   | Racism: <input type="checkbox"/>   | Family circumstance: <input type="checkbox"/>            |
|   | Other (specify): <input type="checkbox"/>  |  |
| <b>Names of people who have been informed:</b>                                  | <ul style="list-style-type: none"> <li></li> <li></li> <li></li> <li></li> </ul> |  |
| <b>Person who committed the offence: (Include their name and date of birth)</b> | Pupil: <input type="checkbox"/>  | Teaching staff: <input type="checkbox"/>                 |
|   | Visitor: <input type="checkbox"/>  | Parent: <input type="checkbox"/>                         |
|   | Other staff: <input type="checkbox"/>  | Governor: <input type="checkbox"/>                       |
|   | Other (specify): <input type="checkbox"/>  |  |
| <b>Location of the incident:</b>  |  |  |
| <b>Description of the incident:</b>   |  |  |

|  |  |
|--|--|
| <b>Was this a physical or a verbal incident?</b>   |  |
| <b>Were physical injuries sustained? If yes, specify the extent and to whom:</b>                               |  |
| <b>Names of other people involved, including bystanders:</b>   | <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul> |
| <b>Has the offender been involved in previous prejudice-related incidents? If yes, please provide details:</b> |  |
| <b>Has damage been done to school property? If yes, specify the extent:</b>                                    |  |
| <b>What action will be/has been taken?</b>   |  |
| <b>Have the police been informed?</b>  |  |
| <b>What measures are in place to prevent a similar incident from occurring again?</b>                          |  |

Signed by:

Date:

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