



Anti-Bullying Policy 2024/25

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Grace Cook Primary School and Nursery is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. DBS checks are required for all positions.

Anti-Bullying Policy

This policy should be carried out in the context of and in conjunction with Grace Cook Primary School and Nursery - Safeguarding Policy and the school Behaviour policy

What is Bullying?

Staff and Governors at Grace Cook Primary School and Nursery accept the definition:

“Bullying is persistent behaviour by an individual or group which knowingly, deliberately and systematically causes/seeks to cause, or encourages others to cause, pain, distress, anxiety or fear to another individual or group whether physically, verbally or emotionally.”

Bullying is defined as:

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

(DfE “Preventing and Tackling Bullying” 2014)

Or

The Anti-Bullying Alliance defines bullying as *“the repetitive, intentional hurting of one person by another where the relationship involves an imbalance of power”*.

There are different ways in which bullying takes place. The bullying in school is usually done directly to the victim.

All bullying is “emotional” and plays on weakness: the imbalance of power.

Bullying can be **REPEATED** deliberate acts done to cause distress. Bullying behaviour is carried out to give a feeling of power, status, or other gratification to the bully / bullies.

Bullying can occur through several types of anti-social behaviour. It can be:

Examples of cyberbullying or online bullying include:

- Text messages or emails that are derogatory and / or abusive.
- Rumours sent by email or posts on social media sites, such as chatrooms, Facebook, Twitter, Instagram or Snap Chat.
- Publication of embarrassing pictures or video clips on social media; Publication of fake profiles on social media sites such as Facebook, Twitter, Instagram, or Snapchat.
- **Damage to Property or Theft:** children may have their property damaged, taken off them or stolen.
- **Homophobic** – behaving or speaking in a way that may makes someone feel hurt, angry or upset because of their actual or perceived sexuality. Targeted because of their appearance, behaviour, or physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender.
- **Peer on peer-** peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age.

At Grace Cook Primary School and Nursery School we understand that some pupils can be particularly vulnerable to bullying because of “differences”, real or perceived, and the differences that make them vulnerable. This is supported through Pastoral Support as well

as the daily interventions happening within school. Real or perceived differences can relate to:

- Appearance
- Ability
- Health
- Family or home circumstances, e.g., looked after children or young carers
- Social class
- Race, religion, or culture
- Disability / Special Educational Needs
- Sexual Orientation of either the pupil or members of their family
- Gender

Effects of Bullying

Bullying can affect pupils in several different ways. When pupils are bullied, their lives are made miserable; they may suffer injury or feel unhappy about coming to school. Over time, they may lose self-confidence and self-esteem, often blaming themselves for inviting bullying behaviour.

Anti-Bullying and Relationship, Behaviour & Discipline Policy

Our 3 Be's - ensure that all staff, pupils, parents /carers and Governors have a set of clear, inclusive values that are understood and used as part of our whole school community. Our values are a consistent contribution to developing a culture of mutual respect where all unacceptable behaviours, including bullying are minimised.

Be Ready
Be Respectful
Be Safe

At Grace Cook Primary School and Nursery School Primary school carefully consideration is giving about preventing bullying and helping pupils to interact positively.

What do we do as a school when bullying takes place?

Parents can be assured that the school takes all reports of bullying very seriously. Our priority will be to support those being bullied and to stop the bullying. It is the school's responsibility to assess the seriousness of bullying and to determine the appropriate action that should be taken.

We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour. We must assess the seriousness by asking key questions such as:

- Was the act done on purpose knowing it would hurt?
- What was the actual hurt suffered?
- How many times has the bullying taken place?
- How long has the bullying been going on?
- Have those involved also bullied other pupils?
- Was there any provocation?

What do we do as a school to prevent bullying?

We want all our pupils to understand the nature of bullying and the effects it has. We want children to know that bullying in any form is not acceptable, and that they must report it immediately if they or anyone else is being bullied. We want them to know that it is not acceptable for anyone to encourage bullying by others and not acceptable to do nothing if they know it is taking place.

In school we work hard to prevent bullying taking place. Some of the ways we do this are:

- Using assemblies to talk about bullying and give out key messages.
- Taking part in Anti-Bullying Week.
- Daily whole class check-in sessions where children have the chance to discuss how they feel.
- Constantly reviewing all behaviour incidents this includes bullying type behaviours, which is analysed by daily/weekly reports, termly behaviour and safeguarding reports and the head teachers report which is shared with the governing body.
- Ensuring that there are clear links between personal, social and health education, citizenship, religious education, and other curriculum areas. So, all pupils can extend and apply their learning in all subjects.
- Lessons, as part of our curriculum, discussing bullying – referring to Social and Emotional Aspects of Learning.
- School, classroom, and playground rules make clear the behaviour we expect, and our use of rewards and sanctions.
- Recognised the importance of the physical organisation of our school and the organisation of break times and lunchtimes. This includes staggered lunchtimes, additional staff on the playground, nurture lunches and pastoral staff available to all children during these times.
- Supervision by staff in classrooms and outside at breaks and lunchtimes.
- Providing staff with anti-bullying training.
- Adults challenging inappropriate and/ or abusive language.
- Drop-ins for vulnerable children from the Pastoral Team to ensure all children feel safe in school.
- Pastoral weekly meetings, analysing and cross-referencing behaviour concerns/ staff concerns and parent concerns.

Roles and Responsibilities

Pupils/ Parents and all staff at Grace Cook Primary School and Nursery School take a shared responsibility for promoting good behaviour.

What is my responsibility as a pupil at Grace Cook Primary School and Nursery School Primary School?

- I will be proud to be a member of our school.
- I will be polite, well behaved, and courteous.
- I will follow the Positive Behaviour policy and take part in making decisions on it.
- I will talk to someone if I feel worried, upset, or concerned about anything.
- I understand that if I am involved in bullying or witnessing bullying without reporting the incident, it could lead to serious action.
- I will treat everyone at our school with respect.

- I will take responsibility for my own actions.

What are my responsibilities as a parent?

- I understand all parents, visitors and staff of Grace Cook Primary School and Nursery should feel valued and safe.
- I will support my child to participate in the life of the school and actively encourage my child with their learning.
- I will support my child to the best of my ability to follow and respect the school's Positive Behaviour policy.
- I will report any of my worries or concerns to the school following the correct channels, e.g., informing the class teacher or a member of SLT, who will then record the concern (On CPOMS) and agree actions.

What is my role as a member of staff at Grace Cook Primary School and Nursery School?

- I will actively model our values and 3 Bes in the classroom
- I will encourage pupils to be self-reflective of their own behaviour
- I will actively establish positive relationships with pupils and parents.
- I will follow and implement the school's Behaviour policy.
- I will handle any worries or concerns brought to my attention in a sensitive and caring manner.
- I will be available to children if they need to speak about their worries or concerns.
- I will share any reports of bullying with the appropriate staff.
- I will record incidents in a manner which reinforces the school's Relationship, Behaviour and Anti-bullying policies.
- I will respond to worries and concerns, so children understand that they are being listened to.
- I will follow up on incidents to show I am committed to supporting the child and, as a school, we are supportive of all children's needs.

**Investigating Bullying Concerns at Grace Cook Primary School and Nursery School
Primary School.**

Our First port of call is to establish if the concern is bullying we do this by:

Listening to the adults /child's concerns.

Speak with other adults and children.

Ensuring all children's /adults feelings are validated and respected.

Full investigation to take place, to establish if bullying is founded.

Staff member to liaise with pupil's parents/careers /phase leader /class teacher throughout the investigation all children's well-being to be at the forefront of any investigation.

Founded Bullying

Recorded on concern sheet as founded bullying.

Bullying incident log completed this will be working document and will include:

Supportive actions for all involved.

Summary of incident including dates and times.

Parental involvement.

Record of review and follow up work.



Unfounded Bullying

Recorded on concern sheet as unfounded bullying.

Supportive actions and regularly check -ins with pupils.

Feedback to parents with strategies to support pupil if needed.

A clear understanding between all involved why this was unfounded bullying. Ensuring that child's feelings are not dismissed.

After an incident has occurred:

- Parents will be kept informed by regularly meetings or phone calls by the Headteacher
- Preventive work will be carried out within the class setting.
Restorative conferences will be done within school with the key individual or groups of children

Bullying is not:

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. We teach children about this.

Possible actions school may take depending on seriousness of the bullying.

We expect that low level bullying will be dealt with quickly and sensitively by the member of staff immediately involved. The member of staff will talk with all involved to understand what has happened and then with those responsible for the bullying to give the "evidence" of distress/ hurt and to reinforce the view that bullying behaviour is unacceptable. Those responsible will be expected to make a response to the victim in form of an apology and

in seeking to improve the relationship. Those being bullied will be told to talk with their parents/ carers and to report immediately if anything happens again.

For more serious bullying, there will be a further investigation by the class teacher or a senior member of staff. All those involved, including the bystanders, will be talked to and their behaviour records checked. Parents will be informed, involved as appropriate and provided with regular feedback. A formal record of the incident will be made. The school will determine the appropriate action to be taken.

Where the bullying is judged to be a high level of severity, it will be immediately reported to the Headteacher or a senior member of staff.

Consideration will be made as to any additional support needed to prevent further bullying, including support to develop protective skills for those bullied and help to change the behaviour of those bullying. A decision will be made about referral to and involvement of specialist external support services.

Grace Cook Primary School and Nursery School Primary School encourages children to speak out to adults regarding bullying as even just being a bystander can affect how people feel and could carry consequences.

Our school policy is to provide the pupils involved with some form of counselling in order to enable the pupils to discuss with one another, strategies for resolving the problem and avoiding conflict.

The school uses the following sanctions for bullying incidents depending on the level of incident once a clear and fair investigation has taken place:

- Loss of privileges within school.
- Expectations that require children to treat others with respect and care.
- Revised or withdrawal from playtimes/ lunchtimes and support by key staff members.
- Excluded from after-school clubs.
- Internal exclusion within school but away from personal class.
- Formal Exclusion from school.
- Involvement from outside agencies for examples PCSOs

All sanctions will be clearly defined and shared with staff, pupils and parents involved in the incident. Actions will be followed through and then monitored.

Monitoring and Evaluation of this Policy

All aspects of behaviour are documented and reviewed daily on a “case by case” basis. Each half term, there is a comprehensive analysis of trends in behaviour, including any reported founded incidents of bullying. This analysis includes the different types of bullying and the actions taken to address any incidents.

Key outcomes of behaviour including bullying are shared in the termly Headteacher’s Report to Governors.

This policy and our practice are reviewed following any critical incident, as required.

The Governing Body will monitor this policy's effectiveness. The headteacher will report to governors termly through the Headteacher's Report. Governors will take into account comments from external sources such as Local Authority Standards and Excellence Officers (SEO), Trust external reviews, parents and pupils and their own perceptions when reviewing the effectiveness of the policy.

What you can do if you feel you are being bullied

Pupils:

- Tell any member of staff or ask your parents, carers or friends to tell for you.
- Ring the National Bullying Helpline – 0845 225 5787 or Childline – 0800 1111 or visit www.childline.org.uk .

Parents and carers:

- Speak to staff members in school - at Grace Cook Primary School and Nursery School we have a parent concern form for parents or carers worried about issues.
- Arrange an appointment with staff member of staff
- Family Lives on 0808 800 2222 or www.familylives.org.uk
- National Bullying Helpline on 0845 225 5787 or www.nationalbullyinghelpline.co.uk .

Please DON'T SUFFER IN SILENCE: there is always SOMEONE TO TALK TO

Review

This policy will be reviewed annually unless there is change to legislation and statutory requirements.

Grace Cook Primary School and Nursery School Bullying Incident Log

Date incident(s) reported _____ Reported By: _____

Children involved:

Type of Bullying -----

Those displaying bullying behaviours	Bystanders (became involved)	Witnesses (took no part)

Summary of incident (s) – Provide outline for each incident of:

- What happened
- Place, time and date

Severity of bullying

Analysis of seriousness – impact , frequency ,duration , intent ,imbalance of power ,empathy/remorse

Nature of action(s)taken by school

Supportive

Disciplinary

Recorded of Parental /Carer involvement

dates , nature of involvement – phone call /letter /other

Brief outline of discussions

Outcomes

Record of review and follow up work

Date set for review /nature of review /those involved

Outline of actions

Date case closed: _____

Signature: _____

Position: _____