

Grendon Underwood School

Anti Bullying Policy

Reviewed June 2017

Principles and Values

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.

All of us have encountered bullying at some point in our lives, but we deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

What is bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at **Grendon Underwood** is considered to be “unacceptable behaviour which occurs ‘lots of times, on purpose’.”

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality
Direct/indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet, such as email, Facebook, etc Mobile threats by text messaging and calls Misuse of associated technology i.e. camera, video facilities, ipad, tablets, games consoles

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl. Young Carers and poverty
- Sexual orientation, sexism or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, residential trips and cyberspace. It can take place in group activities and between families in the local community.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of SEN which means that they may be unable to realise what others may be doing to them/

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Why it is important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and Symptoms for Parents and Staff

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and what they should investigate if a child:

- Is frightened of walking to or from school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep or has constant nightmares
- Feels ill in the morning
- Begins to make less effort in school work than previously
- Comes home with clothes torn or books damaged on a regular basis
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use internet or mobile phone
- Is nervous or jumpy when a cyber message is received
- Lack of eye contact
- Becomes short tempered
- Change in attitude to people at home

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Outcomes

All known/reported incidences of bullying will be investigated by a senior member of staff in conjunction with the class teacher. Parents of the perpetrator may also be questioned about the incident or about any concerns they may be having.

The child displaying unacceptable behaviour, may be asked to apologise (as appropriate to the age and level of understanding) using the Restorative Justice system. Other consequences may take place, for example – a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (**See Behaviour Policy**). Wherever possible the pupils will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others (eg Police, counsellor, Outreach/Inreach support – PRU). In serious cases where there is no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices reduced timetables or even fixed or permanent exclusion will be considered.

The safeguarding Governor will be informed of any incidents.

Prevention

At Grendon Underwood we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE/Citizenship lessons, SMSC curriculum, the school Vision and Assembly Themes, e-safety training, worry box and children are consulted through in-school questionnaires.

The ethos and working philosophy of Grendon Underwood means that all staff actively encourage children to have respect for each other and for other people's property. 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 and report any incidents and concerns about other children's behaviour.

Staff will reinforce expectations of behaviour as a regular theme in line with our Vision and Golden Rules expectations.

Staff follow the equality policy; supporting every child on our school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group.

Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- Writing a set of school/class rules
- Writing a personal pledge or promise against bullying
- Writing stories, poems or drawings about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays about bullying and why it matters that children who use unacceptable behaviour towards others are dealt with quickly
- Creating an item for the school website

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your school council rep
- Tell a teacher or adult whom you feel you can trust
- Write your concern and post in the worry box
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of PSHE time
- Ring childline and follow advice given

Recording of Bullying incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident.

In the case of racist bullying, this must be reported to the Headteacher or Deputy Head.

All incidents of bullying will be discussed with all relevant staff and parents of children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

Incidents of bullying will be discussed with the Governing Body (Safeguarding Governor).

Advice to Parents

As the parent of a child whom you suspect is being bullied –

1. Report bullying incidents to the class teacher, Pastoral Manager or the Heads of Key Stage , Head of EYFS, Head of KS1, Head of LKS2 and Head of UKS2
2. In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Do not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be a 'bully' back.

Both of these will only make the problem much harder to solve.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline	0845 1 205 204
Parent Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice