

Anti-Bullying Policy

1. Introduction: What is bullying?

- 1.1. Bullying is a pattern of persistent hurtful behaviour that diminishes another person. It is one-sided and usually involves an imbalance of power, making the victim feel uncomfortable, insecure and threatened. It is often aimed at certain people because of their race, ethnicity, nationality, culture, religion, gender, disability or sexual orientation or any other personal characteristic such as appearance.
- 1.2. Bullying can take many forms: verbal, social and physical, either in-person or online (cyberbullying). It can be sexualised. It often involves exclusion. All children and young people may find it hard to talk about what is happening to them because they may feel fearful, embarrassed and ashamed even though whatever is happening to them is not their fault.
- 1.3. It is important to recognise that pupils with Special Educational Needs or Disability are often particularly vulnerable and that additional barriers (e.g. communication barriers) may exist when seeking to determine whether bullying has taken place.

2. Aims

- 2.1. At Grace Primary we acknowledge that bullying destroys relationships and that it can, if unchecked, inflict significant psychological damage upon the victim. It also diminishes the one perpetrating it. Bullying is, therefore, the opposite of what we are seeking to create: an atmosphere and culture characterised by good relationships (See our Behaviour Policy).
- 2.2. We aim to:
 - 2.2.1. Provide a safe learning environment for all pupils.
 - 2.2.2. Work actively to build good relationships throughout the school - between staff, with and between pupils and with parents - and maintain a warm and harmonious atmosphere, where all people connected to the school feel respected, safe and valued.
 - 2.2.3. Help all pupils understand that good relationships are central to one's own and everyone else's sense of well-being.
 - 2.2.4. Ensure that the whole school understands what bullying means and that it is deeply damaging to relationships.
 - 2.2.5. Make it clear that no bullying of any kind will be tolerated. It will immediately be treated as a Serious Incident and, therefore, liable to suspension or exclusion (see our Behaviour Policy).
 - 2.2.6. Encourage all pupils to take responsibility for their behaviour and its consequences.

- 2.2.7. Tackle bullying, including online, which takes place outside of school between pupils who attend Grace Primary, given the impact it will have in school.

3. Types of Bullying

- 3.1. Verbal bullying is saying or writing mean things, including
- Teasing
 - Name-calling
 - Inappropriate sexual comments
 - Taunting
 - Threatening to cause harm
 - Using racist, homophobic, sexist language
- 3.2. Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. It includes:
- Leaving someone out on purpose
 - Telling other children not to be friends with someone
 - Spreading rumours about someone
 - Embarrassing someone in public
- 3.3. Physical bullying involves hurting a person's body or possessions. It includes:
- Hitting/kicking/pinching
 - Spitting
 - Tripping/pushing
 - Taking or breaking someone's things
 - Making mean or rude hand gestures.
- 3.4. Cyberbullying includes:
- Sending, posting, or sharing negative, harmful, false, or mean content about someone else
 - Sharing personal or private information about someone else causing embarrassment or humiliation
 - Some cyberbullying crosses the line into unlawful or criminal behaviour.
- 3.5. Sexualised bullying is a behaviour, physical or non-physical, where sexuality or gender is used as a weapon against another. It is any behaviour which degrades someone, singles someone out using sexual language, gestures or violence, and victimising someone for their appearance. Sexual bullying is also pressure to act promiscuously and to act in a way that makes others uncomfortable. Some examples of sexualised bullying include:
- Abusive, sexualised name calling and insults
 - Spreading rumours of a sexual nature online or in person
 - Unwelcome looks and comments about someone's appearance or looks, either face to face or behind their backs
 - Inappropriate and uninvited touching without consent

- Pressuring someone to do something they do not want to do, using emotional blackmail such as 'you would do this if you loved me' or comparing previous encounters to make someone feel obliged to do something sexual
- Pressuring someone to send nudes and using emotional blackmail
- Inappropriate sexual innuendos that is persistent and unwelcome
- Graffiti with sexual content or display/circulation of inappropriate material of a sexual nature, such as pornography

4. Whole School Preventative Strategies to Minimise Bullying

- 4.1. The values which underpin good relationships will be emphasised regularly in assemblies.
- 4.2. Pupils will be taught strategies to help them deal with difficulties that they may encounter in their relationships with other pupils, e.g. during class discussions (particularly following Bible in the mornings) or when teachers are responding to specific incidents in the classroom or playground.
- 4.3. Pupils will be taught not to be a passive witness / bystander, and to understand why this might be tempting (fear, assuming another might step in).
- 4.4. Parents will be encouraged to promote good behaviour in keeping with the values of the school, e.g. through Parent Information and Discussion Evenings.
- 4.5. Pupils, parents and staff will be encouraged to talk openly about difficulties that may arise between pupils.

5. School Response to Allegations of Bullying

- 5.1. Reporting alleged bullying
 - 5.1.1. Bullying can only be addressed if we know about it; therefore it is vital that parents and pupils report any suspected bullying. All information will be dealt with sensitively in coordination with pupils and parents
 - 5.1.2. Pupils are encouraged to report bullying without feeling they are telling tales. Pupils are encouraged to report any incidents to their class teacher, or the Principal.
- 5.2. Investigations of alleged bullying
 - 5.2.1. All allegations of bullying will be investigated in a timely manner to substantiate the facts as far as possible. Throughout an investigation, we stress that it is the bullying behaviour, rather than the person doing the bullying, that we disapprove of. We will avoid labelling a child as a 'bully'.
 - 5.2.2. Investigations will include interviews of pupils, adults with first-hand information, and witnesses. Interviews of individuals will be conducted separately. We will handle the identity of the reporting person sensitively, maintaining confidentiality wherever possible.
 - 5.2.3. We will then review all available evidence and notify the pupil and parents of the findings of the investigation as well as any restorative practices (see below) and/or disciplinary action, in keeping with our Serious Incidents in our Behaviour Policy. These might include lunchtime detention or after school detention. We reserve the right to suspend a pupil; a suspension

would typically last a day. In extreme cases a pupil could be permanently excluded.

5.2.4. Further to an investigation:

- The victim of bullying will be reassured and offered regular support for a reasonable length of time to restore and build confidence and self-esteem.
- The pupil bullying will be helped to reflect on his/her behaviour, understand the consequences and make changes.
- The situation will be monitored closely to ensure that no further bullying takes place.
- Sanctions for bullying will be followed through in accordance with our Behaviour Policy.
- We will seek to encourage genuine reconciliation through a carefully managed meeting between staff, the perpetrator and the victim.

5.3. Restorative practices

5.3.1. Our goal is restored, healthy relationships. It is not enough, therefore, to solely engage in a disciplinary process. Rather, our goal is to encourage reconciliation between the perpetrator and victim. This necessarily involves the perpetrator understanding how his/her actions made the victim feel and being willing to say sorry and ask for forgiveness. It also involves the victim being willing to accept an apology.

5.3.2. A reconciliation meeting will only take place after consultation with both sets of parents. It will be carefully managed by staff, with at least two members of staff present at the meeting. Subsequent to a reconciliation meeting, staff will continue proactively to monitor the relationship with a view to protecting the victim and ensuring bullying patterns do not resume.

5.4. Logging incidents

5.4.1. Incidents of poor behaviour, including bullying, are recorded on Google Drive as an Incident Report by the class teacher and then reported to the Principal. The staff will aim to track patterns over time and monitor progress.

6. Staff Training

Bullying and strategies to minimise it, in accordance with this policy, will be reviewed at regular intervals as part of ongoing staff training, including by email updates or through the use of online training modules.

7. Monitoring, Evaluation and Review

Regular review of this policy will enable staff to evaluate the effectiveness of this policy and our practice.