



# Counter Bullying Policy 2017



UNRC Article 3: Everyone who works with children should do what is best for each child.  
UNRC Article 19: You should not be harmed and should be looked after and kept safe.  
UNRC Article 37: if you do the wrong thing, you have a right to be treated fairly.

**This Policy should be read alongside other related policies:** Behaviour, Child Protection, Social Media, Safeguarding, Digital Safeguarding, PSHE and HRE.

## **Our Aims**

At Grouville School we promote a high standard of behaviour and our values are built on a mutual trust and respect for all. This policy aims to support our school community by enabling everyone to work together in an effective and considerate way. We are an inclusive school and we aim to meet the needs of all children.

Understanding rights and responsibilities helps to make the school a fair and safe place for all children. We try not to have too many rules. Our children have created our School, Class, Lunchtime and Playground charters which are underpinned by the UNRC and set the expectations for behaviour and respect.

Children and adults are expected to be polite and to show respect and tolerance for one another and property, to be self-disciplined and to act in a safe and responsible manner. They are encouraged to take responsibility for their own actions by understanding that they have choices about the way they behave.

## **Equality Act 2010**

At Grouville, we recognise the importance of treating everyone with equal fairness and promote this across our curriculum and community. We respect the nine protected characteristics: age, disability, identity, gender identity, marriage and civil partnership, pregnancy and maternity, race and nationality, religion or belief and sexual orientation.

## **Definition of Bullying**

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time and displays an imbalance of power. Acts of bullying are carried out to intentionally hurt another individual or group either physically or emotionally.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including young carers and poverty

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- Sexual orientation

Bullying can be:

|                                  |  |
|----------------------------------|--|
| <b>Emotional</b>                 | being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)  |
| <b>Physical</b>                  | pushing, kicking, biting, hitting, punching or any use of violence   |
| <b>Racial</b>                    | racial taunts, graffiti, gestures  |
| <b>Sexual</b>                    | unwanted physical contact or sexually abusive comments   |
| <b>Homophobic</b>                | because of, or focusing on the issue of sexuality  |
| <b>Direct or indirect Verbal</b> | name-calling, sarcasm, spreading rumours, teasing  |
| <b>Cyber bullying</b>            | All areas of internet such as email, internet chat and social media (Twitter, Facebook, Instagram, Snapchat etc.) misuse. Mobile threats by text messaging (including WhatsApp) and calls. Misuse of associated technology i.e. camera and video facilities, iPad, games consoles. |

### **Cyberbullying**

At Grouville, we are very aware of the growing use of social media in young people and the serious nature of the impact it can have on young people when used in the wrong manner. Our curriculum incorporated E-safety awareness and we have a designated Digital Safeguarding Officer (Jo Nayar). We will follow the same strict procedures to deal with cyber bullying as we do for any other form of bullying.

### **Signs and Symptoms**

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

- is frightened of walking to or from school
- begs to be driven to 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 /threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has money for school continually "lost"
- has unexplained cuts or bruises

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- comes home hungry (lunch has been taken)
- 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 the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- lack of eye contact
- becoming 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.

### **Prevention of Bullying**

At Grouville we use a variety of methods and teaching tools to support children in preventing and understanding the consequences of bullying. Some examples are: assemblies, PSHE lessons, SMSC, Anti-Bullying week, worry boxes and E-safety lessons.

The inclusive ethos at Grouville School means that all staff actively encourage children to have respect for each other and for other people's property. Positive behaviour choices are regularly acknowledged and rewarded.

Staff regularly support children with friendship issues and discuss bullying as a whole class. This helps the children to recognise that our staff are serious about dealing with bullying and leads to increased confidence in the children's responses to dealing with bullying. Staff also reinforce expectations of good behavior and regularly refer to Rights Respecting articles in school and class charters.

### **Dealing with Bullying**

We do not tolerate bullying of any kind and it will be treated very seriously.

#### **Sanctions**

If a pupil is bullying they can expect that:

- Their behavior will be challenged
- They will be treated fairly
- They will be given the opportunity and support to change their behavior
- There will be follow up meetings with parent(s)/carer(s), class teacher and Phase Leader or Head Teacher.
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There will be consequences for those children who are bullying others:

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- Loss of break/lunch play times
- Apology letter(s) to be written
- Parents of all children involved will be contacted
- The child's class teacher and Phase Leader will deal with the bullying in the first instance
- If the bullying continues, this will be passed on to the Head Teacher to take further action.

### Recording

All incidents will be recorded on the Behaviour Log by the class teacher. The logged incidents will give a clear indication of the extent and time frame of the bullying.

### Support

If a pupil is being bullied they can expect to be:

- Reassured that it is not their fault
- Encouraged to talk about how they feel
- Involved with exploring the extent of the problem
- Engaged in choices about how the matter may be resolved
- Ensured that they feel safe
- A part of discussing strategies for being safe and staying safe
- Asked to immediately report any further incidents to their class teacher
- Reassured that bullying can be stopped and that we will persist with intervention until it does.
- Involve family/peer support where needed.

### Advice to Parents

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

1. Please report bullying incidents to the class teacher or Head Teacher. Staff cannot deal with bullying if they are not aware of the difficulties children are facing.
2. In serious cases, parents will be informed and will be asked to come in to a meeting to discuss the problem.
3. If necessary and appropriate, police will be consulted.
4. Feel confident that the bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.

Please allow the school to take a lead in dealing with the problem and 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.

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### **Bullying off the School Premises**

Schools are not directly responsible for bullying off the school premises but we know that bullying can potentially occur outside the school gates and on journeys to and from school.

- If both the victim and the bully are from our school, action will be taken as if the action had occurred in school and parents will be informed.
- If either the bully or the victim are from another local school, we will liaise with the other school to ensure there is no reoccurrence.
- If the bully is not at school age, we will talk to the police about problems occurring on the children's route to school.

### **Monitoring and Review**

Written by Sam Coombes & The School Council - November 2017

To be reviewed November 2019

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