



Anti-bullying Policy

Mission statement:

“Enjoy, learn, achieve”

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Policy for Anti-Bullying

This policy has been written in line with current guidelines from 'Preventing and tackling bullying guidance', from the Department for Education, July 2017.

Cyberbullying: Advice for headteachers and school staff – November 2014

DfE Guidance - Teaching online safety in schools - Updated 12 January 2023

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1. What does the law say and what do we have to do?

Every school must have measures in place to prevent all forms of bullying.

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

The Equality Act 2010

A key provision in The Equality Act 2010 is the Public Sector Equality Duty (PSED), which came into force on 5 April 2011 and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Duty requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Safeguarding children and young people and the Children's Act 1989

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action

The Malicious Communications Act 1988

Any person who sends an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

2. Our aims and principles

Grove Mission statement:

“Enjoy, learn, achieve”

As pupils, staff, parents and visitors:

- We treat others as we would like to be treated
- We are kind and don't hurt others or their feelings
- We respect all property
- We always try to do our best
- We are honest and tell the truth
- We are good listeners and thoughtful speakers

At Grove School we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is antisocial behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues are addressed will pupils be able to benefit from the opportunities available at schools.

This policy aims to:

- Ensure that all children and adults within school have a common understanding of what bullying is;
- Ensure staff take all incidents of bullying seriously and adopt a zero tolerance policy;
- Minimise all forms of bullying;
- Communicate clearly to children and parents the school's strong response;
- Ensure children understand that incidents of bullying will be dealt with promptly and effectively;
- Stress that the whole school community acts together on this issue;
- Continually work to maintain a warm and harmonious atmosphere within school.

Principles:

- All allegations of bullying will be carefully investigated;
- Pupils', parents and staff will be encouraged to talk openly about the issue;
- All cases of bullying will be recorded on incident forms and the CPOMs electronic recording system.
- As part of our RHE and computing curriculum, greater understanding of bullying in all its forms will be developed as well as opportunities to equip children with what they can do in the event that bullying occurs;
- Children will be taught strategies to help them deal with bullying situations which they may encounter;
- Staff will respond calmly and consistently to allegations or incidents of bullying;
- Staff will investigate incidents of bullying and take steps to resolve the matter;
- Parents of all parties involved will be informed;
- The school will protect and support all parties during school/extra - curricular time and on school premises whilst issues are resolved.

3. What is bullying?

Bullying is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none">• Racial• Faith-based• Gendered (sexist)• Homophobic/biphobic• Transphobic• Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Online bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Prejudiced based and discriminatory bullying:

It is the school's policy to challenge any language used by staff, parents or pupils that may be perceived as 'prejudice related language'. All such incidents must be recorded. Parents will be informed and the seriousness of the incident shared.

This includes the following areas listed above:

- Homophobic Language (terms of abuse used towards lesbian, gay and bisexual people or those thought to be LGBT)
- Racist Language (terms of abuse used towards others because of their race/ethnicity/nationality)
- Transphobic Language (terms of abuse used towards those who are perceived as transgender or do not fit with the gender 'norms')
- Disablist Language (terms of abuse used towards those with a learning or physical disability)

Hate crime:

There is no legal definition of a hate crime.

However, the police and the CPS (Crown Prosecution Service) have an agreed definition of hate crime as:

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender."

There is a distinction between a hate crime and a hate incident:

"A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender."

However, a hate incident does not technically mean that the law has been broken.

Information on how to report a hate crime can be found at <https://www.report-it.org.uk/home>

4. Signs and symptoms

A child may indicate by signs or behaviour that they are being bullied. All staff and parents should be vigilant and be aware of the following signs:

- Pupils may show changes in behaviour such as becoming shy and nervous, feigning illness, taking unusual absences, clinging to adults or showing an unwillingness to go into the playground during playtimes and lunchtimes;
- Pupils may be isolated in the playground;
- They may be unwilling to walk to and from school by themselves;
- Pupils may display changes in patterns of work such as lacking concentration, withdrawing or truanting from school;
- Pupils may suffer from low self-esteem and lack of confidence;
- Pupils may appear anxious and frightened most of the time;
- Pupils may appear tearful;
- Pupils may have unexplained scratches and bruises;
- Pupils may have sudden outbursts of poor behaviour or aggression.

The signs and behaviours may indicate another problem however bullying should be considered a possibility and investigated immediately.

5. Whole school strategies to minimise bullying

- Staff including lunchtime supervisors are vigilant, looking for any pupils who are looking sad, lonely or unhappy.
- A restorative justice approach adopted by all staff following any incidents of unkind behaviour between children.
- A regular programme of RHE, citizenship and computing work supports this policy.
- There are regular teacher-class discussions dealing with friendship/playtime issues e.g. MyHappyMind sessions/ RHE lessons
- Peer support will be strongly emphasised; children will be taught how to effectively support a bullied child and how to resist 'joining in' with bullying.
- A peer buddy system where children look after those who are new to Grove.
- A school Anti-Bullying code is in use, giving clear advice to children on what to do if they are a witness or a victim of bullying.
- Anti-bullying week, which is held annually, raises awareness.
- Daily acts of collective worship where anti-bullying features as a theme of the week.
- Ensure all pupils are supervised by Grove school staff in all areas of the school and at all times.
- School Safe Use of the Internet Policy.
- ICT system monitored by NSOptimum and IT technician using filtering software.
- Advertising Child Line & other services in school.
- Engaging services of additional agencies e.g. City of Birmingham School (COB – formally BSS) and Educational Psychology.

Advice given to children at Grove

If you see someone being bullied:

- DON'T rush over and take the bully on;
- DO let a teacher or other staff member know;
- DO try to be a friend to the person being bullied;
- DON'T be made to join in;
- DON'T be a bystander;
- DO try to help the bully stop bullying.

If you are a victim of bullying:

- TELL a teacher or another adult in school;
- TELL your family;
- TAKE a friend with you if you are scared to tell someone by yourself;
- KEEP telling people until someone listens;
- DON'T blame yourself for what has happened
- DON'T copy the bullying behaviour
- DON'T be frightened to tell a teacher or another adult in school, remember, they are here to help you.
- The problem will only be solved if you TELL, TELL, TELL!

KEEP CALM and STAY STRONG

6. How the school responds to specific allegations of bullying

A) Children will know who to talk to in the first instance. This will usually be their class teacher, but it could also be:

- ✦ Another child known to them;
- ✦ A teaching assistant;
- ✦ A lunchtime supervisor;
- ✦ Any adult employed at Grove

The children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow-up allegations.

Therefore, any adult in a position of responsibility should feed back to the class teacher as soon as possible. Reassure children that they have done the correct thing to tell an adult and they are not to blame.

- B) The class teacher takes steps to discuss the problem with the bullies to establish the situation and talk through any issues. An early resolution is sought.
- C) Incidents will be recorded on behaviour incident forms and CPOMS electronic recording system. The Year Group Leader, Assistant Head teacher and Head teacher will be informed of all incidents of bullying.
- D) Both bullied and bullying parties are informed that the situation is being monitored by the class teacher(s) concerned.
- E) Staff will work with the bully to change their behaviour and encourage them to understand how their behaviour has impacted on the victim. Monitor the child and offer further support.
- F) Staff will work with the victim to ensure they feel safe to talk to an adult if the bullying continues. Monitor the child and offer further support.
- G) The parents of the bullying child must be contacted in order to discuss the problem and to make clear that a zero -tolerance policy is being adhered to. If further bullying takes place, there is a risk that the bully may be excluded for a fixed-term in the first instance.
- H) As a result of the discussion clear expectations are laid down as to:
- Expected behaviour and attitudes;
 - Where the bullying child should be at specific times of the day;
 - Who they should report to, and when;
 - Who they should keep away from;
 - What are the arrangements for beginning/ending lessons, lunchtimes, starting and ending day;

Individual circumstances will determine the precise arrangements to be made.

7. Advice and guidance for parents

If your child has been bullied:

- Calmly talk with your child about his/her experiences;
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened;
- Reassure your child that he/she has done the right thing to tell you about the bullying;
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately;
- Make an appointment to see your child's teacher;
- Explain to the teacher the problems your child is experiencing.

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy;
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want;
- Show your child how he/she can join in with other children without bullying;
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/her bullying others;
- Regularly check with your child how things are going at school;
- Give your child lots of praise and encouragement when he/she is cooperative or kind to other people.

If your child is experiencing bullying online:

- Ensure your child is careful whom they give their personal details (mobile phone number, home, school and email address) to;
- Advise children against and ensure they do not reply back to messages from people who are unknown to them.
- Check and record exactly when a threatening message was sent;
- Never retaliate or reply back to an abusive message;
- Do not delete any threatening or abusive messages as this can be used as evidence. Screen shot if necessary;
- Ensure you have good safeguarding in place if your child uses the internet, monitor sites they access, ask them what they are doing and why;
- Ensure children are supervised while using the internet;
- Where necessary report incidents to the police.

8. Support for pupils

If you are being bullied:

- Tell an adult or somebody you trust what has happened straight away;
- Get away from the situation as quickly as possible;
- Try to stay calm and look as confident as you can;
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied:

- Tell a teacher or another adult you trust within school;
- Tell your family;
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you;
- Keep on speaking until someone listens and does something to stop the bullying;
- Don't blame yourself for what has happened.

When you are talking to an adult about bullying. Be clear about:

- What has happened to you;
- How often it has happened;
- Who was involved;
- Who saw what was happening;
- Where it happened;
- What you have done about it already;
- Write the incident down.

If you are experiencing bullying online:

- Tell a friend, parent or teacher;
- Be careful who you give your mobile phone number or email address to;
- Do not send anybody that you do not know well, a photo of yourself;
- Make a note of exactly when a threatening message was sent.
- Never delete an inappropriate message. Screen shot and save the message. This can be used as evidence;
- Note down the web address of online bullying instances;
- Never retaliate or respond back to a message;
- To prevent this happening again, change your number, block contacts or leave chat rooms;

Preventing bullying

Staff will work together to raise awareness and promote understanding of online bullying through:

- Ensuring that pupils, staff and parents are aware of the procedures and sanctions for online bullying including incidents that occur outside of school;
- Delivering parental workshops about internet safety;
- Providing information and advice sent home to parents;
- Providing information and guidance for parents and pupils on the school website;
- Addressing online bullying within the computing curriculum;
- Holding regular internet awareness events for staff, pupils and parents.
- Ensuring staff, in particular ECT's and those new to Grove, are given online safety training.

Prevention and responding strategies require continuous refinement and review as new technologies become popular.

9. The role of the governing body

To review and revise the Anti-Bullying Policy through the work of the Performance, Standards and Safeguarding Committee on an annual basis;

To ensure that the school is meeting the aims and principles as laid out in the policy with regard to anti-bullying.

10. Dignity at Work Policy

In autumn 2015 the Governing Body adopted the above policy in relation to allegations made by Grove staff with regard to bullying and harassment in the workplace. This policy is reviewed annually by the governing body.

11. Continued Professional Development

ECTs and new staff to Grove will be trained in anti -bullying as part of their induction programme by senior leaders in school.

12. Resources for parents and staff.

The following websites provide advice and information for Parents, Pupils and Teachers:

<https://www.anti-bullyingalliance.org.uk/>

<https://www.kidscape.org.uk/>

<http://www.childnet.com/>

<https://www.familylives.org.uk/>

<https://www.stopbullying.gov/>

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/>

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

The following websites Provides online safety and online bullying guidance for Parents, Pupils and Teachers:

<http://www.digizen.org/>

<https://www.internetmatters.org/>

<https://www.thinkuknow.co.uk/>

https://https://contact.org.uk/wp-content/uploads/2021/03/dealing_with_bullying.pdf