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Anti-Bullying Statement

This document is not policy or practice, rather it is a statement to set out Grove Road Community Primary School's broad principles and values with regard to behaviour that is both expected and promoted within the school.

Actual, practical applications of these principles are the responsibility of the headteacher, who will view each case in light of these principles and the school behaviour policy.

The governing body is aware and approves of this statement, believing it accurately reflects the school's ethos and that it is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos. Our aim must be to enable children to develop the skills to allow them to deal with situations that they may encounter.

What do we mean by bullying?

Definitions of bullying typically include three parameters:

- repetitive, prolonged over time
- an imbalance of power
- physical, verbal, emotional, racist or sexual

Identifying the problem

Children who are being bullied at school will not always be prepared to tell those in authority. It is important therefore that staff can recognise specific behaviour patterns in children. Signs of bullying might include:

- unwillingness to come to school
- withdrawn, isolated behaviour
- complaining about missing possessions
- refusal to talk about the problem
- easily distressed
- damaged or incomplete work

Staff will be able to use their knowledge of their pupils to identify changes in their behaviour that might indicate bullying.



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Staff should regularly remind children that problems can be discussed confidentially at their request.

General issues about bullying can be raised during lessons, assemblies, circle time etc. However, individuals should never be discussed or raised.

How do we prevent bullying?

We strive to thoroughly embed PRIDE amongst all children and therefore create a supportive climate. A restorative practice approach is used by all staff to ensure that children are listened to and a fair solution agreed.

Grove Road CP does not tolerate bullying and any incidents will be treated seriously and investigated thoroughly:

- bullies and victims are interviewed separately
- witness information should be obtained wherever possible
- written record of the incident, investigation and outcomes is kept

Whole school assemblies are devoted to providing strategies for children to use if they are being bullied or see someone being bullied. (These strategies are focused on telling an adult who they trust).

The bullied individual must be supported. Victims of bullying often feel powerless and vulnerable. It is important to raise self-esteem and build self-confidence.

The bully should be supported in recognising their unsociable behaviour and given support to modify that behaviour.

Action should be taken to prevent further incidents. This may include:

- the imposition of sanctions
- obtaining an apology
- inform parents of both bully and bullied

Parents concerns are taken seriously and dealt with accordingly.

(Also refer to Single Equalities Scheme: one of the specific staff roles is to report incidents of name-calling, jokes, graffiti, emotional comments, bullying or refusal to mix or co-operate with certain pupils / adults to the Headteacher, and stress the need for pupils to do so also.)