



Grove Vale Primary School

Anti-Bullying Policy

June 2024

C Dubidat



Next review September 2025

Overview

At Grove Vale Primary, we are committed to providing a caring, friendly, and safe environment for all members of our school community. This includes students, staff, parents/carers, visitors, and those in our community. Every student has the right to learn in a relaxed and secure atmosphere. Bullying of any kind is deemed unacceptable in our amazing setting.

Anti-Bullying Policy

All members of the Grove Vale community are committed to challenging, managing and resolving all forms of bullying and harassment in school. It is the right of every pupil to work study and play without fear of bullying or harassment. These types of behaviour prevent pupils from progressing and achieving at school and will not be tolerated. In order to minimise the occurrence of bullying and harassment issues it is essential that all staff are aware of and follow this policy, making effective use of school systems as described below. As a proactive measure to counter bullying, a suitable PSHE, curriculum will be delivered to pupils, and in each year, issues connected to bullying will be addressed.

Definition: What Is Bullying

At Grove Vale, we believe that bullying can be defined as the following:

‘Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.’

The important thing in this definition is “repetitive”, bullying behaviour is often persistent.

Types of bullying

There are four categories into which bullying can fall:

1. Physical – Hurting or harming someone's body or possessions
2. Verbal - Saying or writing mean things
3. Cyber - Takes place using technology
4. Social - Hurting someone’s reputation or relationships

(See Appendix 1 – Terminology of bullying)



Some of the forms that Bullying and Harassment may take:

- Verbal harassment; name-calling, insults, jokes, taunts, offensive language, threatening or abusive telephone calls;
- Written harassment; insults, jokes, taunts, letters, writing notes, Graffiti on walls, books, desks, school bags;
- Unprovoked physical assault or the threat of it;
- Vandalism of property;
- Repeated, unfounded trivial complaints;
- The wearing and displaying of offensive badges and insignia or use of obscene gestures;
- Bringing books, comics, or leaflets into the school, which contain offensive material;
- Making comments, for example in classroom discussions, which offend;
- Refusal to cooperate or work with other pupils;
- Intrusion by pestering, spying, or following;
- The theft of, damaging of or obtaining by extortion of another person's possessions;
- Physical or mental torment by individuals. Sometimes with group support or by groups of pupils.
- Prejudice-related language and stereotyping

Some of the above issues will be more obvious than others in our primary based environment, but we must always be aware of all possible forms of bullying.

Some incidents have particular issues at their core such as prejudice related incidents, these may include: physical appearance, colour, race, nationality, faiths, cultures or political beliefs, ethnic origins, gender, sexuality, disability(ies), sensory impairments or learning difficulties, amongst other things. These incidents will be logged and monitored as prejudice-related incidents. School staff will not only need to deal with the behaviour in such incidents, but also challenge/educate the underlying values/beliefs of the perpetrator(s).

Prejudice related incidents

What is a Prejudice-Related Incident?

The working definition, which has been adopted by the police and government and should be employed when considering prejudice-related incidents, is outlined below:

'A prejudice-related incident is any incident which is perceived to be prejudice[1]related by the victim or any other person'

At Grove Vale, we will respond to all prejudice related incidents swiftly by investigating the matter, listen to all parties and all decisions will be evidence based. Educational programmes and support will be put in place if there are underlying attitudes that need addressing. At GV, we want staff and pupils to be part of a safe environment where everyone is valued and prejudice and discrimination is not accepted.

Reporting the incident



At Grove Vale, we have a robust, centralised system in place (CPOMS) to record prejudice-related incidents, which is overseen by DSLs. All staff should receive training which outlines why the school is recording this information, the procedures that they need to follow and why it is important to record every prejudice-related incident that they or their pupils experience or witness. We use CPOMS keep a record of all the incidents that have occurred and the action taken. This is reported to governors each term and CD oversees the reporting system and monitors any patterns or ongoing issues. CD will ensure that school differentiate between incidents of prejudice related incidents and incidents of bullying/behaviour incidents in terms of support, action and sanctions.

Prevention

Grove Vale is committed to teaching students about how we can prevent bullying. Our **core values** underpin all that we do and aim to equip our children with the values that will allow them to steer clear of bullying and treat all others with the kindness and respect that they deserve, regardless of who they are and what they believe. At Grove Vale, prevention is key and is done through:

- Regularly raising awareness of the systems for reporting bullying through PSHE, assemblies and online safety lessons which are securely embedded into our computing curriculum.
- Ensure potential perpetrators and targets are aware that support, help and action will follow any incidents of reported bullying;
- Regularly remind students that all incidents of bullying should be reported directly or indirectly to any member of staff they feel comfortable with approaching; Children are regularly taught and reminded of who their trusted adults are.
- Have an annual Anti-Bullying week to promote our school policy and ethos (national Anti-Bullying Week is usually every November);
- Embed Anti-Bullying messages into the PSHE and FGF curriculum, assemblies, and other relevant subject areas;
- Where appropriate, invite external agencies in to deliver Anti-Bullying messages to the children.
- Use our buddying system to monitor the well-being of their peers and report any incidents.
- Ensure break and lunchtimes are adequately supervised with clear rotas and responsibilities to ensure bullying incidents can be prevented – all dinner staff to know what these responsibilities are;
- Host regular meetings and pupil conferencing with buddies, the school council and specified groups of children to discuss anti-bullying and to check in.
- Ensure that parents/carers receive a copy of the Anti-Bullying Policy through the Grove Vale website.
- Incidents will be investigated and recorded by staff using CPOMS;
- Talk to children about protected characteristics and positive use of language that does not stereotype
- Ensure that staff, students and parents have clear strategies for reporting bullying concerns and concerns around prejudice-related incidents;
- Regularly inform staff of changes to the Anti-Bullying Policy and keep staff updated on any developments.



Why Bullying May Occur

- Children are not always aware that it is wrong.
- They may be copying others or being encouraged by them.
- They may not have learned appropriate ways of interacting with others.
- They may be having a difficult time of their own.
- They may like the feeling of power.
- They have been/are being bullied themselves.
- They have no sense of achievement in other areas.
- They may have a very poor self-image.
- They need recognition from others and so they follow the bullies to be “friends”.

Emotional Effects of Bullying On the Victim

- A feeling of not being liked.
- Believing they deserve it.
- Feelings of a loss of identity.
- A lack of confidence.
- Feelings of depression and helplessness.
- Anger and frustration.
- Irritability.
- Being frightened to play outside.
- Feeling useless.
- Refusal or reluctance to attend school.
- Feeling there is nothing they can do to prevent bullying occurring.
- In extreme cases, suicidal tendencies may result

The responsibilities of Grove Vale Primary and It's staff are:

- To ensure that the school complies with its responsibilities contained in the LA policy on bullying and harassment;
- To raise awareness of the issue of bullying in the school and ensure that the school policy on bullying and harassment is made known to all school staff, pupils, parents and governors;
- To ensure that the intentions laid out in this policy are known and consistently implemented by all adults working in the school;
- To ensure that all incidents of bullying and harassment are dealt with fairly and consistently by all staff, ensuring that all school staff have the opportunity to receive training and guidance on appropriate methods for dealing with incidents of bullying and harassment.
- To ensure that there is sufficient and suitable curriculum coverage of the issues around bullying and harassment, through PSHE and Computing.



- To ensure support for all pupils who are involved in incidents and their families, keeping parents or carers informed of the school's response. Such support can involve staff visiting carers at home, or bringing concerned adults into school to share and talk about fears and worries.
- To monitor incidents and be fully informed about the incidence of bullying and harassment in school, especially in the case of patterns of bullying or where parents or pupils have shared concerns.
- Staff are trained in different types of bullying and prejudice-related incidents
- To inform governors on the general situation with regard to bullying and harassment and to inform them of serious incidents or the effectiveness of any measures being taken to combat them;
- Monitor and track patterns in behaviour incidents and ensure incidents are reported accurately
- To ensure an ethos in school where pupils feel safe and confident that if they tell an adult about an incident, it will be dealt with and not ignored;
- To keep parents/carers informed of incidents of bullying and how they have been dealt with;
- To consult with parents, governors, staff and pupils on the school policy and its effectiveness;
- To use display materials in class, and around the school to create an environment that reinforces an anti-bullying atmosphere. It is good for the children to know that worries can be investigated and that the bullies know that there are consequences for their behaviour.
- To plan whole school events (assemblies, performances, school visits) to regularly revisit the themes of celebrating diversity and respect for each other to support the intentions of the anti-bullying policy;
- Make clear the systems for playtime and other higher risk areas, which reduce the likelihood of issues between pupils such as the separate play areas for younger pupils and staff ensuring proactive supervision.
- To use the school council as a forum where pupils can discuss problems that they feel affect them, allowing them to share in discussion and decision-making about appropriate responses to bullying.
- Display Grove Vale code of conduct prominently in class and around the school;
- Staff to ensure that they log incidents clearly and efficiently on CPOMS in order to monitor, inform others and record issues of bullying and prejudice-related incidents
- A culture exists where children feel safe to report incidents and know school will deal with concerns

When It Is Reported Or Observed That Bullying Has Taken Place:

The following procedures will be followed by staff when they become aware of issues of bullying:-

- All pupils and adults involved will be given the opportunity to give their version of events without interruption;
- Staff will establish if the incident is part of a pattern;
- Staff will encourage the bully to see the victims' point of view and make clear to the bully that the behaviour is not acceptable and is against school policy;
- Staff will record events on CPOMS in order to inform senior members of staff in writing;
- Staff should share information with other staff to make them aware of the issue;



- If appropriate, sanctions* for the bullies' behaviour will be put in place and the reasons for any sanctions explained clearly;
- Staff should ensure that the victim and as appropriate their parents/carers are kept informed of actions taken.

(*) Where sanctions are applied, they may be any of the following, according to the incident:

- In line with the Behaviour Policy, a verbal warning
- Red or Grey Sky dependant on severity of incident (See behaviour policy)
- Withdrawal from playground or other activity for a period of time (lost learning time)
- Sent to Head, Deputy Head teacher or Senior member of staff.
- Verbal apology to victim/victim's parents/carers
- Written apology to victim/victim's parents/carers
- Loss of privileges
- Contacting/meeting with parents/carers.
- Fixed term exclusion (for repeated offences)
- Permanent exclusion (in very extreme cases)
- Education programmes to be used to support children and their understanding of the wider issues

Responsibilities of Parents/Carers:

In addition to the responsibilities which school staff have, parents and carers are expected

- To ask for information on the school's anti-bullying and behaviour policy and the approach used to respond to bullying incidents and harassment issues;
- To work in partnership with the school on encouraging positive behaviour, valuing differences and promoting sensitivity to others through our core values.
- To be alert to and inform the school about significant behaviour changes and signs of distress in their children;
- To discuss regularly with their children any feelings and anxieties about school work, friendships and relationships;
- To inform staff of changes in individual pupil circumstances which may affect the ways in which pupils respond to school life;
- To alert staff to information reported by pupils on incidents or any concerns arising about other pupil's behaviour and attitudes.
- Parents/carers must not challenge perpetrators over any incidents of bullying and harassment themselves; they should always contact the Head teacher or other appropriate staff as soon as possible.

Responsibilities of Pupils:

To ensure that our bullying strategies succeed, we need the help and co-operation of our pupils.

Through discussion, staff need to ensure that our pupils are aware of the following expectations of pupils:-



- To be aware of and follow our school code of conduct.
- To not become involved in bullying incidents or be a bully.
- To be aware of the school's ways of dealing with incidents of bullying and the kinds of support available;
- To always tell a member of staff if they think bullying is taking place; Following the ideas taught about not being a bystander.
- To talk with their parents or carers about their worries;
- To support pupils who may be being bullied;
- To value pupil differences and treat others with respect;
- To work with other pupils in helping the school to deal with bullying effectively such as through circle time or School Council during PSHE work in school.
- To encourage teachers to discuss bullying issues in the classroom using, for example, stories, poetry, surveys and role-play activities;
- To contribute to class assemblies which may tackle this issue;
- To provide good role models to younger pupils and to support them, if bullying occurs;
- To display posters around the school about good behaviour and ways of working well together;
- To report honestly about any incidents of bullying they have seen when questioned.

“When this problem is tackled, schools not only become happier places for teachers as well as for pupils. But they also become places in which more successful learning can take place” (Galloway 1992)

Remember, bullying is a whole school issue and affects us all. All members of Grove Vale Primary are committed to challenging, managing and resolving all forms of bullying and harassment in school.

It is the right of every pupil to work, study and play without fear of bullying or harassment. These types of behaviour prevent pupils from progressing and achieving at school and will not be tolerated.

In order to minimise the occurrence of bullying and harassment issues, it is essential that all staff are aware of and follow this policy, making effective use of school systems as described below.

As a proactive measure to counter bullying, a suitable Personal, Social and Health Education (PSHE) curriculum will be delivered to pupils, and in each year, issues connected to self-esteem, empowerment and bullying will be addressed.

Ratified by the Governing Body Signature _____

(Chair of the Governors) Date: _____

This policy will be reviewed September 2025