



# Grove Vale Primary School

## Anti-Bullying Policy

<b>Review Date:</b>	January 2025
<b>Last reviewed on:</b>	September 2024
<b>Next Review Date:</b>	January 2026
<b>Consultation:</b>	This policy was developed in consultation with children, staff, parents and governors

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## **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 unacceptable in our setting and may also constitute a safeguarding concern.

## **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 behaviours prevent pupils from progressing and achieving at school and will not be tolerated. In line with Keeping Children Safe in Education (KCSIE 2025), bullying – including online bullying and child-on-child abuse – is recognised as a safeguarding issue.

As a proactive measure to counter bullying, a suitable PSHE and RSHE curriculum will be delivered to pupils, and in each year, issues connected to bullying, self-esteem, respect and empowerment will be addressed.

### **Definition: What Is Bullying**

At Grove Vale, we adopt the DfE definition (Preventing and Tackling Bullying, 2017):

‘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**

Bullying may be:

Physical: Hitting, kicking, pushing, spitting; or taking, damaging or hiding possessions

Verbal: Name-calling, taunting, teasing, insulting or demanding money

Exclusionary: Intimidating, isolating or excluding a person from a group

General unkindness: Spreading rumours or writing unkind notes, phone texts or emails

Cyberbullying: via text messages, social media or gaming, which can include the use of images and video in order to deliberately upset someone else.

Bullying may also be:

- Sexual – talking to or touching someone in a sexually inappropriate way
- Sexist – related to a person's gender or gender reassignment
- Racist – related to someone's race, religion or culture
- Homophobic – related to a person's sexual orientation
- Related to a person's home circumstances, e.g. children in care or with caring responsibilities



- Related to a person's disability, SEND, medical needs, health or appearance
- Related to the fact a child is adopted or vulnerable.

The Equality Act 2010 requires schools to eliminate discrimination, advance equality of opportunity and foster good relations. This duty underpins this policy.

### **Cyberbullying**

Cyberbullying is the use of information and communications technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else. It can happen at all times of the day, with a potentially wider audience, as content is shared quickly. Grove Vale has separate policies covering this area (Acceptable Use Policy and Online Safety Policy).

### **Intention**

Not all bullying is deliberate or intended to hurt. Some individuals may see their conduct as teasing or a joke. These behaviours are equally unacceptable. A bully who does not respond appropriately to advice or sanctions could ultimately be permanently excluded from the school.

### **Responsibility**

It is everyone's responsibility to ensure no one becomes a victim of bullying. Vulnerable pupils, including those with SEND or safeguarding needs, may be disproportionately affected. Staff must always consider whether bullying may constitute child-on-child abuse and take advice from the Designated Safeguarding Lead (DSL).

### **Legal Aspects**

Bullying may also constitute criminal behaviour (harassment, assault, malicious communications). In such cases, referrals may be made to external agencies, including the police or children's social care.

### **Prevention**

Grove Vale is committed to preventing bullying through:

- Raising awareness of reporting systems through PSHE, RSHE, assemblies, online safety lessons.
- Annual Anti-Bullying Week (linked to national campaign).
- Embedding anti-bullying messages into the curriculum.
- Use of external agencies to reinforce messages.
- Buddying and mentoring systems.
- Adequate supervision at break/lunchtimes.
- Pupil voice (school council, conferencing, surveys).
- Clear reporting via CPOMS and DSL oversight.
- Staff training to ensure consistent response.
- Policy shared with parents via website and updates.

### **Why Bullying May Occur**



Children may:

- Not realise behaviour is wrong
- Copy others
- Lack social skills
- Be under stress
- Seek power
- Be bullied themselves
- Lack achievement/self-image
- Seek recognition through negative peer influence

### **Emotional Effects of Bullying on Victims**

Bullying can lead to feelings of isolation, low confidence, depression, helplessness, anger, school refusal, and in extreme cases suicidal thoughts. Staff must always respond sensitively and involve the DSL if there are safeguarding concerns.

### **Responsibilities of Grove Vale Primary and Its Staff**

Staff responsibilities include:

- Complying with LA and statutory guidance.
- Raising awareness and ensuring consistency.
- Providing training opportunities.
- Supporting pupils and families.
- Monitoring incidents and reporting to governors.
- Creating a safe ethos with visible anti-bullying culture.
- Planning curriculum coverage.
- Logging incidents clearly on CPOMS.
- Informing parents appropriately.
- Consulting stakeholders regularly.

### **When Bullying is Reported or Observed**

Procedures include:

- Listening to all parties involved.
- Establishing if incident is part of a pattern.
- Recording on CPOMS.
- Sharing information with DSL/SLT.
- Informing parents.
- Applying sanctions (as per behaviour policy).
- Providing support for victim and perpetrator.
- Referring to external agencies if needed.

Sanctions range from warnings to exclusions.

### **Responsibilities of Parents/Carers**



Parents/carers should:

- Work with school to encourage positive behaviour.
- Report concerns promptly.
- Support their child at home.
- Avoid confronting other pupils.
- Inform staff of changes in child's behaviour.
- Reinforce anti-bullying messages at home.

### **Responsibilities of Pupils**

Pupils are expected to:

- Follow school code of conduct.
- Report bullying.
- Not join in bullying.
- Support peers who may be bullied.
- Take part in pupil voice initiatives.
- Contribute to assemblies, class work, displays.
- Be role models for others.

Remember: bullying is a whole-school issue. All members of Grove Vale Primary are committed to challenging and resolving all forms of bullying. Every pupil has the right to work, study and play without fear of bullying or harassment.

Ratified by the Governing Body Signature \_\_\_\_\_

(Chair of the Governors) Date: \_\_\_\_\_

This policy will be reviewed January 2026