



Grasmere Academy

Learn • Flourish • Achieve

Anti-Bullying Policy

Date adopted by governors: January 2022

Committee: Health, Safety and Safeguarding

Review date: January 2023

Rationale

At Grasmere Academy, we believe we have a continuing responsibility for the health and well-being of our pupils and staff. We believe a programme of education that gives our children the knowledge and skills to deal with situations of bullying at school or outside school, and prevents children from becoming a bully is of paramount importance.

We will ensure that our policies comply with the Human Rights Act 1998 and the Race Relations Act 2000.

Definition of Bullying

Bullying is a deliberate, conscious, repeated intention to hurt, victimise, threaten or frighten someone.

Bullying can take many forms, but the main types are:

- Verbal abuse such as name calling and offensive remarks
- Physical abuse such as hitting and kicking
- Psychological abuse such as spreading malicious stories and excluding people from groups
- Sexual harassment
- Racial harassment
- Homophobic bullying
- Organising others to bully by way of threats or rewards, yet remaining distanced from the bullying incidents
- Abuse for which there is no provocation
- Bullying can be long or short term, overt or covert and perpetuated by an individual or a group
- Cyber bullying

Aims of the policy

To create an environment within Grasmere Academy which discourages bullying and where there is an effective and consistent response to any act of bullying.

Objective of the policy

To ensure staff are fully aware of the nature of bullying and the procedures to follow in the case of a bullying incident.

Procedures

- Pupils are encouraged to report all incidents of bullying
- Pupils will be listened to, and taken seriously
- Premature assumptions will not be made
- Bullying will not be ignored
- Incidents of bullying will be investigated consistently by an appropriate person, recorded and followed up to ensure the bullying has not been repeated
- Serious incidents will be recorded by a senior member of staff and the parents/carers informed (Bullying Incidents Record Book – held in HT office)
- Victims and other children involved will be supported
- Help will be given to the bully to understand the effects of their actions.

Guidelines

Signs and symptoms of bullying

- Deterioration in a child's work
- Spurious Illness
- Isolation
- Desire to remain with adults
- Erratic attendance

This behaviour may also be a sign of problems at home.

Strategies for dealing with bullying

Pupil Action

- All our children are encouraged to 'tell' someone of any incidents of bullying and tell the truth
- The School Parliament are identifiable by the wearing of badges and act as a link between staff and children if they have any concerns about bullying. This is monitored by the senior leadership team.

School Action

- Carry out an annual survey with the children to identify places and times, inside and outside of school, where they feel safe and unsafe. Use this information to inform teaching and school procedures

- Give our children knowledge, skills and understanding about bullying through the PSHCE curriculum, including the use of Primary National Strategy SEAL teaching materials
- To use assembly time to further reinforce the anti-bullying message
- To encourage other professionals, theatre in education groups, police etc, to visit school to reinforce teaching (multi-agency involvement)
- Develop our children's emotional literacy to enable them to communicate worries and concerns effectively
- Support children with SEN or disability who may be at greater risk of becoming a victim of bullying (a buddy, playground friends)
- Provide an environment in school where children feel comfortable to discuss problems
- Provide services to work with individuals, groups or a class
- Provide and encourage playground games, which can be shared by all pupils
- Provide training for all teaching and non-teaching staff on how to deal with bullying
- Recognise and celebrate the diversity of pupils and achievements in our school
- Promote and reinforce self-respect and assertiveness in our pupils
- Monitor and evaluate our Anti-bullying and Behaviour policies regularly
- Support and respect the School Council in their work ethos

Summary

This policy should be read in line with the Academy's Behaviour and Achievement Policy as well as the E Safety Policy (see Computing Policy)