



GEORGE GRENVILLE ACADEMY

ANTI-BULLYING POLICY

Date: September 2021

George Grenville Academy

Anti-Bullying Policy 2021

Rationale

'Children have the right to be taught in a safe, caring atmosphere. Teachers and parents must ensure that this happens' (Elton Report)

Bullying is repeated harassment or aggressive acts which cause hurt to another. The hurt can be either physical or psychological. It can be inflicted by one child or a group of children. Bullying makes a child feel unsafe because he or she has no choice, no control and there is no time limit to it.

Children at George Grenville Academy have the right to feel safe all the time.

We will not tolerate bullying.

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Prejudice-Based and Discriminatory Bullying

Prejudice-based bullying is any type of direct physical or verbal bullying, indirect bullying or cyberbullying based on protected characteristics such as:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Guidelines

The following is George Grenville's approach to dealing with bullying incidents and the procedures to deal with such incidents.

Prevention

At George Grenville Academy, we create a school culture that reflects safety and inclusivity and celebrates difference. The language of diversity is planned into the curriculum but also used throughout the day by all staff. Other, specific opportunities are specified below:

- Through our Personal, Social, Health and Education and Relationships lessons, R.E. lessons, circle time and school's assembly themes, we aim to develop skills for the child to maintain their personal safety, build positive relationships with others, raise self-esteem and encourage positive language celebrating diversity.
- The National Anti-Bullying week is a focus for assembly, with follow-up in each year group.
- Through the core value of our aim our children should 'Become considerate, respectful and aware members of society'.
- Through our behaviour policy which states that all children should feel safe and happy.
- Assemblies focussing on e-safety and the implications of misuse
- National Online Safety Website educating children, parents and other stakeholders of safe and appropriate relationships

Coping Strategies

Coping with bullying is addressed in our PSHE lessons, class circle time and assemblies. Children are given strategies to deal with bullying and are strongly encouraged to talk with an adult about any incidents where they feel threatened verbally or physically.

DEBUG

At George Grenville Academy, the DEBUG system assists children in establishing boundaries with peers and gives them the language and indicators to problem solve. It supports children with assertiveness skills and promotes self-management. The acronym of DEBUG helps the children to remember the steps.

D – Decide to ignore

E - Exit, walk away

B - Be friendly, use friendly words

U - Use firm talk (no yelling)

G - Get adult help

STEP 1 - Ignore means to not look at the person or think about what the person is doing. They can even put their hands next to their eyes to hide what is being done / show their peer they don't like it.

STEP 2 - Move away or turn their bodies if they can't walk away.

STEP 3 - Talk using friendly language. Could include: "Please stop_____, you are making me feel uncomfortable." The goal is for most behaviours to stop at this step as if we are asked to stop we need to respect this boundary.

STEP 4 - Talk firmly (no yelling/name calling) using a firm voice and telling the other person "I don't like that, it makes me feel _____" "Stop it, right now!"

STEP 5 - Get an adult for help- this is not telling tales if steps 1 - 4 have been followed.

Procedures

All staff, including teaching assistants and mid-day supervisors should be vigilant in preventing bullying. All reported incidents are taken seriously and the school's behaviour policy is followed.

- All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff.
- In any case of alleged bullying, either the Class teacher, the Team Leader or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.
- If the allegation of bullying is upheld, the senior leader should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s). Both parties should be clear that a repeat of these behaviours will not be acceptable.
- All bullying incidents must be recorded.
- Parents of both parties should be informed.
- If the situation does not improve, the Family Worker or another adult that the victim(s) trust will meet regularly with the child(ren) to ensure they feel safe and the necessary support has been put into place.
- The senior leader should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and other sanctions/consequences used as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Named Person

The Headteacher/Deputy Headteacher/Assistant Headteacher will be informed and keep a record of all bullying incidents.

Recording Incidents

All incidents of bullying are to be placed in a file, which is kept in the Headteacher's office, cross referenced to perpetrator/s and victim.

Equal Opportunities

All our children must have equal access to a safe environment. They should not be disadvantaged in any way because of their age, attainment, gender, religious/ethnic background, physical capability or competence of English as an additional language.

Staff Training and Support

It is important that all staff have knowledge of the procedures and strategies involved in dealing with bullying. Training and support is provided when necessary.

Parental Involvement

We understand that providing an atmosphere that discourages bullying is a partnership between parents and the school. Parents will be informed of behaviour incidents which involve bullying.

Support from External Agencies

NSPCC Counselling Service

Healthy Schools

School Nurse

Education Welfare Service to support schools, pupils and families to address bullying

Police Schools' Liaison

Anti-Bullying Helpline - 01908 686468

Childline - 0800 1111 (www.childline.org.uk)

Kidscape – 08451 205 204 (www.kidscape.org.uk)

Anti Bullying Alliance – www.anti-bullyingalliance.org

National Online Safety - <https://nationalonlinesafety.com>

E-Safety Coordinator – Emma Killick

PSHE/SMSC Coordinator – Emma Killick

SENCO – Caroline Ryan

Designated Teacher for LAC – Caroline Ryan

Family Worker – Kate Allen