

Grand Avenue Primary and Nursery School

A Policy for Anti-bullying and Harassment

Contents

1. Statement
2. Aims
3. Definitions
4. Signs and Symptoms of Bullying
5. Prevention
6. Dealing with Incidents
7. Incidents outside school
8. Equal Opportunities
9. Links to other policies
10. Sources of further information, support and help
11. Appendix A – Resources and information for support
12. Appendix B – Statement regarding aggressive parents

Agreed by Governors Spring term 2021

Review date – Spring term 2024

Initial Statement

At Grand Avenue Primary and Nursery School we believe that all members of our school community should behave in an appropriate manner showing respect for each other. We promote self discipline encouraging everyone to make the right choices in terms of behaviour.

At Grand Avenue bullying or harassment in any form is not tolerated.

Aims

- To ensure all members of our school community are aware of our expectations and are aware of the signs which may indicate bullying or harassment is occurring.
- To ensure all members of our school community feel secure, respected and valued.
- To create the ethos of a 'telling school' whereby anyone feeling bullied or harassed is able to communicate to a trusted adult with the confidence that their disclosure will be dealt with.
- To support staff as they identify and tackle bullying
- To ensure all reported incidents are dealt with sensitively and fairly.
- To ensure understanding between bullying and a relationship conflict
- To ensure a record keeping system is in place and understood by all members of staff.
- To report back quickly to parents/carers regarding their concerns on bullying.
- To support the bully in changing their behaviour.
- To support the victim in overcoming any fears.
- To continue to educate and train all members of the school community about bullying and relationship conflicts.

Definitions

Relationship conflict is a conflict resulting from either personality clashes or negative emotional interactions between two or more people.

Bullying and harassment is 'the repetitive, intentional hurting of one person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological and can happen face to face or online.'

The following categories are recognised to classify the action taken by perpetrators in any serious behavioural incident or pattern of bullying:

Verbal – including teasing, taunts, name calling, threats and rumours (including those of a racist/sexist/homophobic nature)

Physical – including beating, kicking, spitting, biting and pushing

Social exclusion – isolating from group

Coercion – using social pressure to manipulate another person's behaviour

Property – stealing, damaging or destroying other people's belongings

Graffiti – to incite hatred, to threaten or harm reputation

Extortion – demanding possessions or money

Cyber – using texts, emails, chatrooms, phones, websites, social media

Written - in the form of notes or letters

Signs and Symptoms of Bullying in children

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults in school are aware of these possible signs and will investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go on the school bus/in the taxi
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money eg. (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason

- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and will be taken seriously and investigated as soon as possible.

Adults experiencing bullying or harassment may display similar symptoms or may be adept at concealing being the subject of bullying or harassment. Colleagues are asked to remain vigilant.

Prevention

A number of systems and procedures are in place aiming for prevention of bullying, including;

Promoting a safe, positive respectful ethos

Ensuring the GRAND rules are understood by all members of the school community

Encouraging the Use of the 'Zones of Regulation' approach

Considering the numbers of adults on break duty/lunch duty

Providing 1;1 support at break times for vulnerable pupils

Planning RHE lessons, Circle time and assemblies focussing on relationships, tolerance and strategies to cope with relationship conflicts and bullying – emphasising on telling a trusted adult.

Delivering an e-safety curriculum, including an IT code of conduct signed by all pupils annually

Providing a 'worry box' in each classroom which is regularly monitored by staff and any concerns posted dealt with in a timely and sensitive manner.

Regular questionnaires /surveys undertaken to monitor the extent of bullying in school and the effectiveness of the anti-bullying policy.

Encouraging the whole school community to model appropriate behaviour towards one another.

Dealing with Bullying Incidents

Pupils

The member of staff who is directly involved and present at the time will deal with the incident.

Staff are reminded to always listen carefully to the reported incident.

All adults listening to reported incidents will remain calm, listen carefully to all parties involved and fully investigate the situation. Written statements may be taken from witnesses to an incident. (an adult may scribe for younger children) Responses will be agreed by both parties and all to agree that the outcome is fair and actions that will be taken to resolve the situation.

All reported incidents discussed with parents will be recorded on Edaware. This includes the bully and the victim, and incidents of a racist nature. Recording is undertaken within 24 hours of a reported incident and a member of the Senior Leadership team is alerted.

If required a member of Senior Leadership Team will provide support for all involved, arrange to meet parents and inform all staff of steps taken. Steps taken will depend on nature of incident, the place where incident happened, whether the incident is part of an ongoing situation and the age of the child. Eg detention, apology letter, behaviour contract, internal exclusion, suspension.

After an incident has been reported, investigated and, if appropriate, sanctions applied, a meeting is held with the child reporting the incident to ensure the process has been fair and that the child is happy with the outcome. Parents are also informed that the incident has been resolved and that monitoring will be put in place to ensure no reoccurrence of the situation. All meetings and agreements are recorded on the Edaware system.

Adults

If the incident is regarding an adult in school then the Headteacher will be informed. Members of staff being bullied or harassed are encouraged to inform the headteacher either verbally or in writing, stating the nature of the incident, the frequency and the names of others involved. Another adult may accompany the staff member should they wish this to be the case. Written statements may be taken from witnesses.

The headteacher is responsible for investigating the incident, keeping a record and ensuring that the appropriate steps are taken. This responsibility may be delegated to a member of the Senior Leadership team.

Incidents out of school

Where bullying outside school is reported to school staff (including cyber bullying) it will be investigated and acted upon. The Headteacher will consider whether it is appropriate to notify the police. Teachers can only discipline pupils on school premises or elsewhere if the pupil is under the lawful control of the staff member (eg school visit).

Equal Opportunities

All incidents of suspected bullying or harassment are dealt with in a consistent manner, irrespective of gender, race, sexuality, ability or ethnicity.

Links to Other Policies

This policy should be read in conjunction with the Policy for Behaviour. (Code of Conduct)

Appendix A

Sources of further information, support and help:

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Act Against Bullying 0845 230 2560 www.actagainstbullying.com

Advisory Centre for Education (ACE) 0207 704 3370 www.ace-ed.org.uk Anti-bully www.antibully.org.uk

Anti-Bullying Alliance (ABA) 0207 843 1901 www.anti-bullyingalliance.org.uk

Anti-bullying Network 0131 651 6103 www.antibullying.net

Beatbullying 0845 338 5060 www.beatbullying.org.uk Bully Free Zone 01204 454 958 www.bullyfreezone.co.uk Bullying Online 020 7378 1446

www.bullying.co.uk

BBC www.bbc.co.uk

Childline 0800 1111 www.childline.org.uk

Kidscape 020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only) www.kidscape.org.uk Leicestershire LEA website devoted to anti-bullying 0116 284 5100 www.beyondbullying.com

NSPCC 0207 825 2500 www.nspcc.org.uk

Parentline Plus 0808 800 2222 www.parentlineplus.org.uk

The Children's Legal Centre 0800 783 2187 www.childrenslegalcentre.com

The Office of the Children's Commissioner 0844 800 9113

www.childrenscommissioner.org.uk UK Government Website

www.direct.gov.uk

Appendix B

Statement with regards to parental abuse directed at staff

At Grand Avenue, we do not tolerate any form of abuse from parents towards our staff. Whilst we recognise emotions can run high regarding the welfare of children we do not accept abuse of any kind. We acknowledge that sometimes misunderstandings can occur and invite parents to discuss concerns or queries in a polite and reasonable manner.

Abuse is defined as verbal or physical actions towards an individual and can take many forms, for example, shouting, swearing, emails, letters, texts, gossip. We believe that continual abuse can put the relationship between home and school at risk and as such may have a detrimental effect on children.

We regard abuse in school, including that of a personal nature, as a form of bullying and as such do not tolerate such behaviour on our school premises. All staff are expected to be professional at all times during meetings with parents. Staff strive to resolve any incident or upset swiftly, with the best interests of the child a priority. If subject to verbal abuse from a parent, a member of staff may choose to either call upon a member of SLT for support or finish the conversation and remove themselves from the situation.

Staff subject to abuse from parents are asked to report the details of the situation to the Headteacher. Parents abusing staff will be asked to meet with the Headteacher whereby the situation will be thoroughly investigated. The findings of the investigation will be reported to the Governing Body.

Should the investigation uphold the view of the school, parents may be asked to apologise to staff should this be deemed appropriate by the Governing Body. This may be undertaken verbally or in writing.

The school reserve the right to ban parents from the school premises should abuse of staff repeatedly occur. Communication will then be confined to telephone calls, letters and emails.

Staff at Grand Avenue are committed professionals who endeavour to act in the best interest of every child in their care, within an open and trusting partnership with parents and carers.