



GRANGE SCHOOL
A Culture of Continuous Improvement

Anti-bullying Policy

Compiled by: Signature: Date:	Approved by Governing Body () Signature: Print name: Date:
Revision Number:	Next Review date:

Anti-bullying Policy

WHAT IS BULLYING?

The Children and staff at Grange School have defined bullying as: "Being made unhappy by the deliberate and continued actions and or words of others". These might include any of the following:-

- Name calling
- Threats – verbal or non verbal
- Violence
- Ignoring
- Invading privacy or personal space
- Interfering with property
- Ridiculing
- Demanding money
- Deliberately failing to recognise someone's efforts or worth
- Inciting others to act in any of the above ways

EVERY CHILD MATTERS

At Grange School we are committed to embedding an ethos that embraces the ECM Agenda. This Anti-Bullying policy and its implementation pays particular attention to the following ECM Standards:

Ethos

- An ethos of trust ensures children are free from bullying and discrimination
- Children and adults ensure that the safety of others and themselves is always a priority
- Children feel safe and secure in reporting bullying, discrimination and any incidents of dangerous behaviour
- An open ethos enables the views of children, parents/carers, staff and other partner/service providers to be valued, respected and acted upon
- An inclusive ethos fosters individual and collective responsibility in helping others
- A culture of community care, involvement and respect for the environment is promoted
- A welcoming ethos ensures that children and their parents/carers feel able to approach staff for advice and guidance to support their decision-making about future opportunities and life chances

Policy

The racial equality, anti-bullying and behaviour policies reflect the ECM outcome 'stay safe' and children are able to report any incidents of discrimination, harassment, bullying or anti-social behaviour

The Environment

Staff are on duty at break and lunchtime to supervise the safety of children

Personalised Learning

- An effective system of pastoral care exists to support the well-being and learning of children and young people
- Children and young people feel safe and secure to flourish as individuals within the educational setting
- Children and young people know who to go to and where to seek further help from when faced with potential danger, conflict or problems that create barriers to learning
- Children and young people follow safety rules and procedures and behaviour codes of conduct during learning, recreational and social activities

Presence, Participation and Personal Development

Children and young people demonstrate tolerance, respect and empathy, and value difference and diversity

WHAT MAKES PEOPLE BULLY?

There are many varied reasons why people become bullies but a common theme is their need to be in control of someone or of a situation, giving them a feeling of power. This is often the result of having no power over some other aspect(s) of their lives – perhaps they are being bullied themselves.

WHAT IS THE EFFECT OF BULLYING?

- Bullying undermines a person's self esteem
- They can feel worthless, and somehow in blam for what is happening to them
- They will feel unwilling to participate in group events or even to come to school each day.
- They feel helpless, unhappy and demoralised.
- They feel that they have lost the right to be themselves and are unable to report the situation in case it makes it worse.

HOW DO WE STOP BULLYING?

The school employs a variety of methods for preventing and tackling bullying. These include policy implementation, training for staff, curriculum development and delivery, pupil buddy systems and the employment of a Deputy Headteacher responsible for pastoral care.

Through these:

- We will use learning methods here at Grange School and use the opportunities to discuss and act on such situations. This can be done in class time, circle time or through role play (drama).
- We will encourage children to see that others have the same right as themselves – the right to be an individual.
- We will make it clear that it is alright to admit to being bullied.
- We will use the support of other children to challenge/prevent bullying behavior.
- This can include the 'no blame' approach in which the bully is encouraged to see and help heal the harm done by his/her actions.
- We will encourage the children to adopt a 'Do as you would like to be done by' approach to their treatment of others.
- We will encourage all personnel to see differences between us as strengths
- We will ensure that the children realize that they are involved in bullying if they see it happening yet do nothing. There is no such thing as a bystander or observer.
- We will work with parents of children who persist in bullying, and those who we know/suspect might be being bullied so that we can work together to help the children overcome their feelings.
- We will encourage the children to make posters for their own areas to advertise no bullying.
- We will produce a booklet for the children by the children to help with the recognition and prevention of bullying.
- We will listen attentively to any child who comes to us with tales of bullying incidents.
- This policy is reviewed annually.