



GRANGE SCHOOL
*A Culture of Continuous
Improvement*

Anti-Bullying Policy

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Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation. Bullying devalues isolates, frightens and affects an individual's ability to achieve. We aim to help our students to identify bullying when it happens and to speak up to trusted adults about it after it occurs.

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". Bullying is Repeated, Intentional, and has a Power Imbalance (R.I.P definition). Bullying 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

The different kinds of bullying are defined as follows:

Verbal Bullying: The use of words and language to cause emotional distress to another person, exclude them, or make them feel threatened by others.

Physical Bullying: The repeated unwanted violation of another person's body through hitting, touching, tripping, kicking, threats and other forms of physical harm. It may also extend to targeted theft.

Indirect Bullying: Indirect bullying may include exclusion and spreading of rumors.

Cyber Bullying: Repeated bullying that occurs in an online space.

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 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 to blame 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, PSHE, pupil buddy systems and the employment of Heads of Pastoral Care, a Head of Mental Health and Wellbeing and a counselling team.

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).
- The school runs an Anti-bullying week.
- We will encourage children to see that others have the same rights 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 realise 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 our anti-bullying approach.
- We will listen attentively to any child who comes to us with tales of bullying incidents.
- We will enable pupils to report their concerns anonymously through the Whisper platform.

Bullying is placed at the very top of the Behaviour Ladder as one of the most serious offences a student can commit at Grange School. Pupils can expect to receive a fixed-term or permanent exclusion if they bully other students.