



'AIMING HIGH'

# ANTI BULLYING POLICY

Updated 2022

## Glynne Primary School - Anti Bullying Policy

**“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”**

Bullying behaviour can be:

**Physical** – pushing, poking, kicking, hitting, biting, pinching etc

**Verbal** – name calling, sarcasm, spreading rumours, threats, teasing, belittling

**Emotional** – isolating others, tormenting, hiding things, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion

**Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films

**Online/Cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion

**Indirect** – Can include the exploitation of individuals

*Quote taken from Anti-Bullying Alliance*

At Glynne we are a Rights Respecting School and we all work together to create a happy and caring, learning environment where children can achieve their full potential. Bullying, either physical, verbal, emotional, sexual, online, or indirect will not be tolerated.

Anti-bullying is covered through careful planning throughout the curriculum in a variety of ways. All staff are aware of the procedures to follow if an allegation of bullying is made.

Younger children tend to see minor incidents as bullying. Older children are clearer on what constitutes bullying. It is still important to acknowledge isolated incidents that may, if carried out persistently, constitute bullying.

It is everyone’s responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

### Strategies for Dealing with Bullying

At Glynne Primary School, we believe that there are three ways in which bullying can be addressed.

### Preventative:

The following points are all adopted at Glynne Primary School:-

- All pupils have agreed and signed Class Charters which links to the schools Rights Respecting ethos.
- Anti-bullying and issues surrounding bullying including online abuse are covered extensively through careful planning of the curriculum in PSHE, RE, focus weeks, posters and theatre groups.
- Staff and pupils are expected to model positive behaviours.
- Children are empowered and encouraged to be able to speak up and talk about bullying if it occurs.
- Through School Council who speak on behalf of the children, we have implemented Playground Pals and lunchtime clubs and activities.
- The School Behaviour Policy clearly states what behaviours are acceptable or unacceptable, and what the consequences of such choices may be. The policy also outlines rewards for pupils making the correct behaviour choices.

### Restorative:

If incidences do occur, it is important to ensure that the victims of bullying have focus, as well as the perpetrators of bullying.

- Nurture groups including Circle of Friends.
- Circle time in response to specific incidents, in addition to weekly PSHE lessons.
- Promotion of positive behaviours and teamwork through specific events
- Sanctions imposed through The School Behaviour Policy.
- Restorative conferences, whereby victims and perpetrators can talk about the issues affecting them and their feelings.

### Responsive:

It is important to deal with confirmed incidences or alleged incidences of bullying as soon as possible. At Glynne Primary:

- All complaints are taken seriously and investigated fully, in compliance with School Complaints Procedure.
- Reporting of alleged incidences usually come from parents or carers. In cases such as these, the school will maintain communication with parents and carers, particularly to feedback.
- Where necessary and appropriate the incident recording proforma is used to record and report.
- School will maintain communication with parents and work together to resolve issues as quickly as possible.
- Sanctions imposed are driven by the Behaviour Policy.

See also:

Behaviour Policy.