GRANGE
JUNIOR SCHOOL

Grange Junior School
Anti-Bullying Policy

Grange Junior School is committed to providing a caring, respectful and safe environment in which individuals can grow in confidence without feeling intimidated, distressed or oppressed by the behaviour of others. Our Golden rules 'be safe' and 'show respect' support anti-bullying. At Grange Junior School, we expect individuals to be treated with respect regardless of age, sex, race, religious group or disability. We have an anti-bullying code which all staff and children follow.

What is Bullying?

Bullying is offensive, intimidating, malicious or insulting behaviour that persists over a period of time, resulting in the victim feeling undermined, humiliated, or physically and /or emotionally hurt. It can occur in various forms:

- Physical attacks
- Psychological/emotional bullying
- Verbal abuse
- Written abuse
- Digital bullying
- Racial abuse
- Religious abuse
- Homophobic behaviour

Aims:

- To build good relationships built on care, trust, respect, acceptance, tolerance, empathy and courtesy.
- For adults to act as role models in caring and supporting those around them.
- Ensure all adults are alert to the signs of hurtful behaviour, especially at play times, particularly those who may be vulnerable.
- An Inclusion team, consisting of Home School Link Worker (HSLW), Special Educational Needs Co-ordinator (SENCo) and Behaviour Lead to plan and review appropriate provision for both victims and children displaying bullying behaviours.
- Provide an open-door policy for parents and carers to drop in and discuss any concerns.
- Any incidents of unacceptable behaviour and incidents of bullying a standing agenda item on each HSLW meeting to ensure appropriate support is provided for individuals.
- To build an open and supportive culture where witnesses and victims feel able to report unacceptable behaviour and incidents of bullying.
- To raise awareness of bullying through the taught curriculum as well as events such as anti-bullying week.

Procedures in dealing with bullying incidents:

- Any reported incidents of bullying will be treated seriously and sensitively and will be fully investigated by a member of the Inclusion or Senior Leadership team.
- The investigating adult will listen carefully to any account or disclosure from all parties involved, and will explain the appropriate course of action.
- A CPOMS entry will be completed outlining the nature of the incident and the follow up for the victim and bully.
- If the incident is a racist one this will be appropriately recorded on CPOMS and kept on the child's file.
- Where the adult has sufficient evidence to confirm a bullying incident, the Head-teacher will be informed.
- Both the parents/carers of the victim and bully will be informed.
- Appropriate consequences will be identified for the child displaying bullying behaviour, taking into consideration the nature and extent of the incident. This may include loss of morning/ lunchtime break-times or a period of inclusion or exclusion.
- Support from HSLW will be provided for the victim to improve confidence, self-esteem and feeling of safety
- Support from HSLW will be provided for the child displaying bullying behaviours, in order to identify reasons for their behaviour and provide appropriate support.

Children with SEN

In cases where the victim or child displaying bullying behaviour have special educational needs the SENCo will be involved as part of the inclusion team with HSLWs to plan and review appropriate provision/ programme of support for the victim and/or bully.

Reviewed: March 2025
Next Review: March 2026

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Grange Junior School Anti-Bullying Code

Bullying is when a person or a group of people deliberately try to hurt, threaten or frighten you, or to force you to do something you do not want to do. It can be when someone hits or pushes you, calls you names, teases you or just makes your life miserable. We call this behaviour bullying if it happens to you over and over for some time. Bullying is not falling out with other children or when you are treated badly just once.

- Every child and adult at our school has the right to enjoy their time at school free from being bullied
- School life is always spoilt by unkind actions and words even if they are not intended to hurt
- All bullying will be taken seriously and dealt with appropriately using a variety of strategies
- We are an open and supportive school – We all have a duty to help stop bullying taking place in school.

What should I do if someone is being bullied?

- Speak up for anyone needing help and support
- Tell an adult about your worries if you think someone is being bullied
- If you see bullying – tell an adult what you have seen

Why should I tell?

- Not telling means the bullying carries on
- It helps the bully as they can get the support they need
- It may mean someone else will be bullied
- You will worry about it

Who can I tell?

1. Your class teacher
2. A friend
3. HSLW
4. SENCo
5. Head-teachers or Assistant Head-teacher
6. Teaching assistant
7. Dinner lady
8. Adults in the office
9. The caretaker

What if you are displaying bullying behaviour?

If you or a group of people are making someone feel afraid, unhappy or ashamed, you are bullying. This is not acceptable. It is your behaviour we don't like not you. Talk to someone in school who can help you stop.