

# **The Grange School**

# **Anti-Bullying Policy**

**May 2019**  
**To review May 2020**

# **The Grange School**

## **POLICY DETAILS FOR ANTI BULLYING**

### **Definition**

Bullying can be described as being 'a deliberate act done to cause distress in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Bullying includes incidents/comments related to the race, gender and/or sexual orientation of the person being bullied. This can be characterised by: abusive name calling, comments about appearance/attractiveness, inappropriate touching, sexual innuendo, and homophobic language.

At The Grange School staff, parents and children work together to create 'a positive, caring and mutually respectful environment'. We want our children to be happy, safe and successful and we will ensure that everyone feels valued in school. Bullying, either verbal, physical or indirect will not be tolerated. It is the responsibility of all to aim to prevent occurrences of bullying and to deal with incidents quickly and effectively.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

### **Strategy Guidelines for dealing with bullying**

#### **Identification of Incidents**

In order to identify incidents of bullying and the identities of bullies, at The Grange School we have agreed to carry out the following strategies:

- ◆ All staff watch for early signs of distress in pupils
- ◆ All staff listen, believe, act
- ◆ Peer Mediators/Friendship Stop are there as a child's first contact point, if they feel they cannot tell an adult.
- ◆ Butterfly Box in classrooms where children can put written notes if they feel they cannot speak about their problem

- ◆ Butterfly Box in the main corridor where children can put written notes in order that our Wellbeing Lead (Janice Hennessy) will make contact with them, knowing that they may need support

Behaviour perceived as bullying should be logged as soon as possible on MyConcern. In addition, all proven allegations of bullying must be brought to the attention of the Head Teacher, in order that they can be recorded in the school log. In some cases of severe bullying, a fixed term exclusion may be used, with clear expectations of behaviour discussed with bully and parents on return.

Following discussions with students and parents we may involve external agencies to work with either the bully or the victim depending on need.

### **Prevention of Bullying**

- ◆ Through assemblies and tutorials, ensure that all students are aware of what types of behaviour are inappropriate and what are the effects of bullying; including specific proactive work on prevention of bullying on the playground
- ◆ Raise awareness of how to be an "active bystander"
- ◆ Raising self - esteem in all children; including specific work with any children perceived as bullying or being bullied
- ◆ Through PHSE lessons provide forums for discussing issues related to bullying and developing personal strategies for dealing with bullies. Invite in counselling services, such as Lowdown.
- ◆ Make all pupils aware that they have the right to take action against bullying behaviour.
- ◆ Provide parents with guidelines about how to help their children.
- ◆ Deal seriously and sensitively with any complaints of bullying.

The school employs an Emotional Literacy Support Assistant (ELSA - Nicole Jenner) and a Behaviour Lead (Kirsty Elliott) to lead such work. Other professionals may work with the pupil or family.