

# Greenfield Primary School

## ANTI-BULLYING POLICY

### OVERVIEW

Greenfield Primary School and Nursery are committed to providing a caring, friendly and safe environment whereby everybody treats others with kindness and respect. Therefore, bullying and other forms of unacceptable intimidation will not be tolerated. Bullying of any kind is unacceptable and if bullying does occur, we expect staff to be informed immediately. Incidents will be dealt with promptly and effectively.

### INTENT

1. To ensure that all individuals feel safe and free from bullying and intimidation especially peer to peer bullying or abuse.
2. To identify and protect vulnerable pupils and groups including those with special educational needs or disabilities; those going through a personal or family crisis; those suffering from a health problem; ethnic minority groups; children in care and those with caring responsibilities.
3. To ensure that under the duties of the 2010 Equality Act all pupils identified with protected characteristics will be safeguarded from bullying. These include disability; gender reassignment; homosexual, bi-sexual, trans-sexual, sexual orientation race; religion or belief.
4. To ensure that all children, staff and governors understand what bullying, including cyber bullying is.
5. To build an ethos where children feel safe and free from threat and intimidation.
6. To promote good relationships where all children are treated well and whereby children care for each other.
7. To act promptly and effectively at the first sign of bullying including cyber bullying. Staff should be aware of possible signs of bullying including changes in behaviour.
8. To encourage children and parents to report any attempted bullying by ensuring parents know our school policy on bullying and what to do if bullying arises.
9. To protect and reassure any victims of bullying.
10. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
11. To ensure Greenfield Primary School and Nursery is a happy school that is free from any kind of bullying.

### WHAT IS BULLYING?

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures

Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics)	Bullying related to race, religion, faith and belief and for those without faith ▪ Bullying related to ethnicity, nationality or culture ▪ Bullying related to Special Educational Needs or Disability (SEND) ▪ Bullying related to sexual orientation (homophobic/biphobic bullying) ▪ Gender based bullying, including transphobic bullying ▪ Bullying against teenage parents (pregnancy and maternity under the Equality Act).

## IMPLEMENTATION

1. Greenfield Primary School and Nursery aim to create a positive school culture through our behaviour policy whereby outstanding behaviour is expected of all children and where bullying is unacceptable.
2. All staff members are expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Children are encouraged to report bullying and immediate action will be taken. Children will be listened to and any suspected incidents of bullying will be taken seriously.
4. All allegations of bullying will be investigated, followed up and recorded on CPOMS and monitored.
5. Any cyber bullying of staff or pupils, in or out of school, must be reported and then investigated rigorously, in conjunction with any relevant authority including the police if appropriate. Greenfield Primary School and Nursery will offer support and guidance to parents and children who experience online bullying.
6. Any victim of bullying will be well protected immediately and in the future, through the creation of Victim Safety Plans to formalise school's actions. These will be shared with parents and reviewed by SLT half termly to ascertain impact and review actions.
7. Any allegations of bullying will be reported to the headteacher and records will be kept via Teams.
8. Our PSHE scheme (SCARF), lessons and assemblies which promote British values and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
9. We will use our behaviour policy to reinforce our anti-bullying policy and ensure that all children know what behaviour is acceptable and what behaviour is unacceptable.
10. Children and their parents will be made aware of this policy.
11. The parents of all concerned will be informed and involved in any reported incident and they will be expected to support this school policy.

### Links with Other School Policies and Practices

This policy links with several school policies, practices and action plans including:

- o Behaviour and discipline policy
- o Complaints policy
- o Child Protection policy
- o Confidentiality policy
- o Acceptable Use Policies (AUP)
- o Curriculum policies, such as, RSE/RSHE, PSHE, citizenship and computing
- o Online Safety (including mobile and smart technology and social media) policy
- o Searching, screening and confiscation policy.

## Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- o The Education and Inspection Act 2006, 2011
- o The Equality Act 2010
- o The Children Act 1989
- o Protection from Harassment Act 1997
- o The Malicious Communications Act 1988
- o Public Order Act 1986. 4)

## Responsibilities

It is the responsibility of:

- o The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- o Governors to take a lead role in monitoring and reviewing this policy.
- o All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- o Parents/carers to support their children and work in partnership with the school. 3 [theeducationpeople.org](http://theeducationpeople.org)
- o Pupils to abide by the policy

## Signs and Symptoms of bullying

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from their school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking
- changes in behaviours These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

1. Children and parents report bullying incidents to their child's class teacher initially and can escalate to SLT or the Headteacher where appropriate.
2. All reported incidents will be investigated by the class teacher or SLT / Headteacher where appropriate.
3. Parents who reported the incident will be informed of the outcome of the investigations. Parents of children involved in or accused of any bullying activity will also be informed.
4. All cases of bullying will be recorded by staff on CPOMs, tracked (this must include formal complaints made by parents) and where appropriate reported via the NOHIB form. Support and Safety Plans will be created where deemed necessary following half termly reviews by SLT.
5. In particular cases parents may be asked to come in to a meeting to discuss the problem
6. If necessary and appropriate, police will be consulted
7. An attempt will be made to help the bully (bullies) change their behaviour through either whole class work or individual/small group work.
8. Pastoral staff are available for any children who may need additional support following any incidents of bullying.

## IMPACT

Greenfield Primary School has a warm, friendly, welcoming and safe ethos. It is a place where bullying has not tolerated and where all members of our school community have treated others as they themselves would expect to be treated.

Particular care has been taken of vulnerable groups including those with special educational needs or disabilities; those going through a personal or family crisis; those suffering from a health problem; ethnic minority groups; children in care and those with caring responsibilities. We have been committed to meeting the individual needs of each child. Under the 2010 Equality Act all protected characteristics will have been recognised and acceptance has been taught as an embedded aspect in all areas: these have included disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Signed: \_\_\_\_\_  
(Headteacher)

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
(Chair of Governors)

Date: \_\_\_\_\_

Date of Review: \_\_\_\_\_

<b>Anti-Bullying Policy</b>			
<b>Version</b>	<b>Date</b>	<b>Amended by</b>	<b>Comments</b>
1	October 2012	Mike Wood, Headteacher	Reviewed and Amended
2	December 2013	Mike Wood, Headteacher	Reviewed and Amended
3	July 2014	Full Governing Body	Reviewed and Ratified
4	December 2015	Full Governing Body	Reviewed and Ratified
5	October 2016	Donna Juster, Deputy Headteacher	Reviewed and Amended
6	December 2016	Full Governing Body	Reviewed and Ratified
8	June 2018	Donna Juster, Deputy Headteacher	Reviewed and Amended
9	June 2019	Donna Juster, Deputy Headteacher and Mike Wood, Headteacher	Reviewed and Amended

10	October 2020	Laura Bradley, Behaviour Coordinator and Mike Wood, Headteacher	Reviewed and Amended
11	November 2020	Full Governing Body	Reviewed and Ratified
12	October 2023	D Juster & L Egan, DSL and Deputy DSL	Reviewed and Amended
13	December 2024	Full Governing Body	Reviewed and Ratified
14	February 2025	Full Governing Body	Reviewed and Ratified

**Data Protection Statement**

The procedures and practice created by this policy have been reviewed in the light of our Data Protection Policy.

All data will be handled in accordance with the school’s Data Protection Policy.

Data Audit For This Policy					
What ?	Probable Content	Why ?	Who ?	Where ?	When ?

<p>“Effectively prevent and tackle bullying to create a safe, disciplined environment where pupils are able to learn and fulfil their potential.” DfE Guidance July 2017</p>	<p>Objectives and Strategies. Signs and symptoms. Safeguarding. Action and Prevention. Golden Rules, Good to Be Green.</p>	<p>The Education and Inspections Act 2006 - to have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. Schools have a duty to promote good behaviour under Section 89 Education and Inspections Act 2006. The Equality Act 2010 and Children and Families Act 2014, part 3. Children’s Act 1989 – child protection. Keeping Children Safe in Education and Working together to Safeguard Children. Malicious Communications Act 1988. No Health without Mental Health. SEND Code of Practice: 0 to 25 yrs. The Education Act 2011 amended powers in the Education Act 1996 – cyber bullying. Follow DfE guidance for preventing and tackling bullying.</p>	<p>Pupils, Staff and Volunteers</p>	<p>Completed electronically Paper Version filed</p>	<p>Held on file while policy is operational or linked to past decision making.  Computer Retains Copy of Records in ‘Archive’</p>
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As such, our assessment is that this policy:

Has Few / No Data Compliance Requirements	Has A Moderate Level of Data Compliance Requirements	Has a High Level Of Data Compliance Requirements
	✓	