

GRINDON INFANT SCHOOL



Anti Bullying & Cyber Bullying Policy

Rationale

At Grindon Infant School every child and adult has the right to feel happy and safe regardless of age, disability, gender, race, religion and belief, sexuality, gender re-assignment, civil partnership and marriage, pregnancy and maternity

All staff are committed to fostering and maintaining an atmosphere of mutual respect for others, co-operation and the knowledge that incidences of bullying (including cyber bullying) are dealt with promptly and rigorously. This policy should be read in conjunction with the school's Child Protection, Child on Child Abuse, Computing, Online Safety and Behaviour policies.

Definition of Bullying. (This includes cyber bullying)

Bullying is persistent behaviour that causes someone to feel unhappy or less valued. Bullying can be physical, verbal or emotional aggressive behaviour or intimidation towards another person.

Bullying is deliberately hurtful behaviour and repeated over a period of time. "However if two children of equal power or strength have an occasional fight or quarrel, this is not bullying". (DfE)

Cyber bullying is persistent, deliberately hurtful behaviour which causes distress to others using various modern day technologies such as text messages, voice mails or social media sites.

Bullying can be a very traumatic experience and can have serious consequences for all those concerned – not only for the person being bullied and their family but also for the bully and their family.

Bullying can take place in a variety of circumstances and can involve individuals, vulnerable or minority groups.

Purposes and Guidelines.

1. To identify incidents of bullying and act promptly.

All children are taught to report incidents promptly and truthfully to an adult in school, in the knowledge that what they say will be taken seriously and be dealt with promptly by staff. Information will be gathered from all parties involved to ascertain if bullying has taken place. Incidents must be recorded. (See Appendix 1)

2. To counsel victims of bullying incidents and bullies to ascertain facts.

Involved staff spend time listening to each child's version separately. Staff inform each child involved of what subsequent action will be taken.

All reported acts of bullying must be reported to a Senior Manager. Staff will be made aware of any children who need to be monitored.

3. To maintain communication with parent/s in relation to their child.

If considered to be appropriate by Head Teacher or Deputy Head Teacher contact in person, by phone or letter will be made to the parent regarding their child's bullying behaviour and any action taken.

The parents of victims of bullying behaviour can be informed either as class is dismissed at 3.15pm or by telephone or letter at the end of the school day and be invited to come into school to discuss matters if they wish.

The same invitation is extended to the parent/s of a bullying child.

4. To raise awareness of bullying and how to deal with it via the curriculum.

- Head Teacher / Deputy Head Teacher to use Whole School Assemblies as an opportunity to raise awareness of bullying and anti bullying strategies.
- PSHE – which can incorporate the consideration of issues related to bullying and promote self worth, confidence and esteem. Each class to have a system of discussing concerns e.g. Circle Time.
- Each class has a worry box where children are encouraged to put in a worry and then an adult will speak to them one to one.
- Co-operative behaviour will be encouraged through stars, stickers, praise, Celebration Assembly.

Sanctions.

Sanctions will be used where bullying is clearly proven. Sanctions relate to our Behaviour Policy.

Dealing with minor incidents.

A reprimand is often sufficient to deter children from name calling and teasing. Counselling from Class Teachers/NNEB/TA/Supervisor will be useful at this stage.

Dealing with serious incidents.

- For bullying which results in damage to property or person, a serious response will be considered by the Head Teacher.
- Involvement of parents at an early stage is essential.
- Accurate records must be kept by the school of incidents and of how the school has responded (See Appendix 1)
- Who was involved or alleged to be involved.
- Where and when it happened.
- What happened.
- What action was taken.
- How was it followed up.

This monitoring involves all teaching and non-teaching staff and if possible should involve the children directly. Action against bullying should occur within a context which reminds all children that bullying will not be tolerated.

- Any incident of cyber bullying will be taken very seriously by the school. Incidents will be thoroughly and speedily investigated. The Governing Board will be informed of any such incident by the Head Teacher and, if necessary, Sunderland's City Council's legal department will be contacted and advice sought by the school.
- All employees should be aware that inappropriate use of the internet and social networking sites could lead to disciplinary action
- All staff employed at the school have signed to say they have read and understood the Staff Computing Acceptable use policy.
- Online safety posters are displayed in school

- An annual Online Safety Day is held every year and parents are invited to attend a session as well as online safety being incorporated into the Computing curriculum.
- Online safety advice is available for parents on the School Website. Additional advice for parents on cyber safe protocols are available on request from the school.

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Record of reported bullying incidents

Name of Child	
Date of Incident	
Location	
Adult witnesses	Yes No
Adult reporting incident	
Teacher investigating	

Details of incident

Action Taken
(including names of staff whom information has been shared with)

Outcome

Date on which the Head Teacher is informed

Please complete this form and hand the original to the Head Teacher



Anti-Bullying and Cyber Bullying Policy

Author's Name	Grindon Infant School
Review Date	January 2024

Date Ratified by Governing Body	January 2023
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SIGNATURES:

Head Teacher	
Chair of Governors	