Grayshott CE Primary School

Anti-Bullying Policy

Statutory Policy

Approved by FGB
October 2026

To be reviewed by FGB
Autumn 2027

Grayshott CE School
Anti-Bullying Policy

Our school vision is to inspire our students to be resilient, confident and open-minded through exceptional teaching in a caring school community.

We aim to be an exceptional school by following this vision.

'Acorns to Mighty Oaks'

We are acorns growing to mighty oaks.
Our roots are in Christian teachings and in a loving, supportive village and church family.
Our branches are strong moral character and a love of learning.
Our fruit will be fulfilling lives that make a positive difference in the world.

"They will be called the oaks of righteousness." Isaiah 61: v1-3

We believe that bullying (or Child on Child abuse) of any kind is unacceptable. Our school is committed to providing a safe, caring and friendly environment for all staff and pupils, volunteers and governors. Bullying is an unacceptable behaviour and will not be tolerated in our school. Staff will use every opportunity to reinforce this message.

The school's aim is to prevent bullying and harassment occurring by encouraging children to respect one another, other adults and the community at large. Our school is a Church school where Christian values are taught and embedded throughout the life of the school. **Our school values are love, courage, joy and respect.**

Bullying is a behaviour, not a label

We understand that children sometimes make mistakes and do not always behave as well as they should. We do not label children as 'bullies', but instead talk about 'children who have bullied'. Bullying behaviour is always dealt with and sanctions are applied appropriately. At the same time, we want to forgive and support children who have bullied others to help them change their behaviour.

Bullying is a form of Child-on-Child Abuse

This form of abuse is when there is any kind of physical, sexual, emotional or financial abuse or coercive control exercised between children/young people both on and offline.

Objectives of this policy

- To ensure that all pupils, parents/carers, staff and governors know what the school policy is on bullying and what they should do if bullying arises.
- To ensure that all governors, staff, parents/carers and pupils have an understanding of what bullying is.
- To set out a co-ordinated approach to preventing and tackling bullying at school.

The school will seek to prevent all types of bullying through its work within the curriculum as well as through the establishment of a caring and open school ethos. The school will make all staff and regular volunteers aware of the policy and procedures involving all aspects of safety, including anti-bullying.

Support through the curriculum

The school will teach safety and anti-bullying issues as part of the curriculum. This includes work within Computing, PSHE, Science, RSE, PE, and RE as well as through a whole school anti-bullying focus.

Definition of bullying
Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally" (DfE "Preventing and Tackling Bullying," November 2014).

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking or damaging belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Types of bullying can be:
- Emotional - unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic / trans-gender- focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of the internet (e.g. email & internet chat room misuse)
- Phone threats by text messaging & calls; misuse of associated technology

Bullying is not:
- One-off incidents which happen during the normal school day which are dealt with by all staff.
- The odd occasion of falling out with friends, name calling or an occasional argument. When such incidents occur these are dealt swiftly by staff.

Bullying is behaviour which is sustained, prolonged and frequently anti-social.

All incidents of racist behaviour are recorded and the school has a duty to report these (anonymously) to Hampshire County Council.

The Responsibilities of Staff
Our staff will:
- Foster pupils' self-esteem and respect for others to ensure all remain safe.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the child who is bullying and the importance of telling an adult about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Headteacher, or if unavailable, a member of the senior leadership team
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- Support children to change behaviour in the future.

The Responsibilities of Pupils*

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying. This includes joining in with 'pack behaviour' such as laughing and teasing as part of a group.
- Intervene to help the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances to ensure all remain safe.
- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets

*Please refer to Appendix 1 – Child Friendly Anti-Bullying Policy

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Reading and sharing key information about bullying that is available on the school website
- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher or Headteacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Informing the school of any suspected bullying, even if their children are not involved
- Not trying to deal with problems themselves directly by talking to, or contacting, other parents or their children
- Co-operating with the school, if their children are accused of bullying, in trying to ascertain the truth.
- Pointing out the implications of bullying, both for the children who are bullied and for those who are carrying out the bullying

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

This Policy will be working if:

- children feel safe and secure at school
- children know what to do should they feel threatened or frightened by anyone
- parents, staff and governors are familiar with the policy and are actively involved in its support
- staff and governors are consulted regarding review/policy decisions

Dealing with incidents

Anyone who is being bullied, or anyone who knows about it, will be listened to and we will act in a swift, sensitive way.

- Staff will listen and will offer support to any child who is a victim of bullying and report this to the Headteacher, or member of the senior leadership team if the Headteacher is unavailable.
- The Headteacher will talk to everyone concerned and will contact the parents of any children involved, both the child being bullied and the child who has been bullying.
- The child who has been bullied will be offered support, both immediate and on-going support as necessary.
- The behaviour will be discussed with the child who has been bullying to explain the distress that is being caused to the victim and necessary support and sanctions will be put in place.
- Further measures will be put into place if incidences of bullying continue. This may include internal or external exclusion.
- All incidents of bullying will be logged centrally using CPOMS. Incidents of racism or prejudice-based bullying will be recorded in the Prejudice incident log. Governors will be kept up to date with incidents of bullying (anonymously).

Monitoring and Review

Our school will monitor and review the policy at least every 2 years.

Appendix 1 –

Grayshott CE Primary School

Acorns to Mighty Oaks

CHILD-FRIENDLY ANTI-BULLYING POLICY

Bullying happens…

Several
Times
On
Purpose

What to do…

Start
Telling
Other
People

Together we can STOP it!

What is bullying?

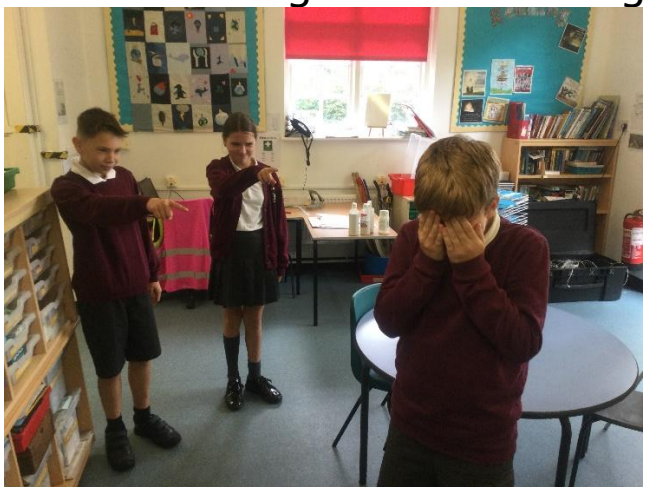
In our school, bullying is hurting someone more than once, on purpose, by using behaviour or words which are meant to frighten or hurt that person.

Bullying can be…

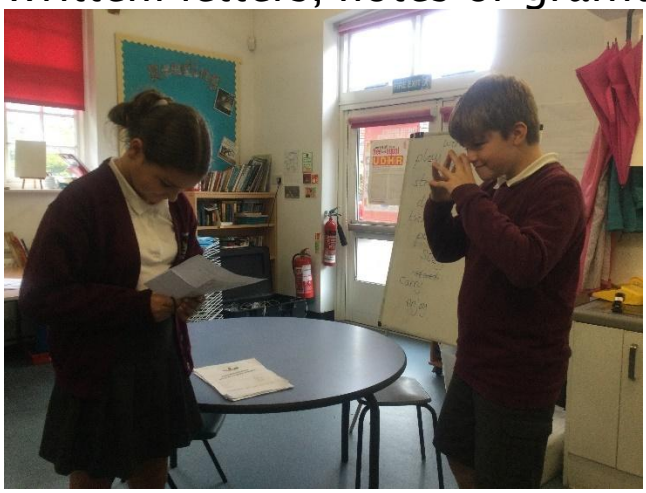
Emotional: hurting people's feelings, leaving them out or encouraging others to leave them out

Physical: Punching, kicking, pushing or any other unwanted contact

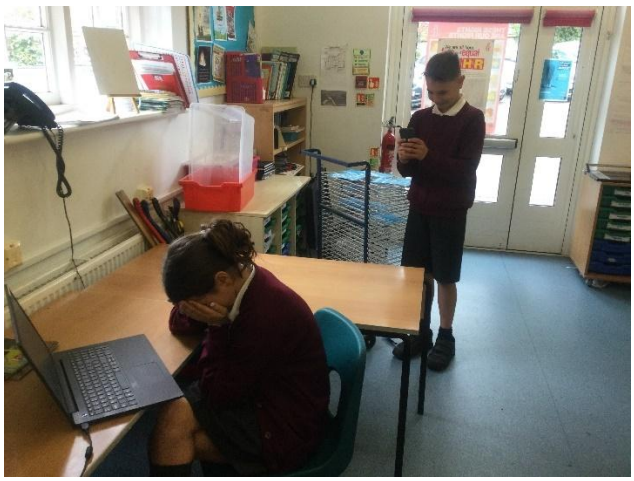
Verbal: teasing or name calling



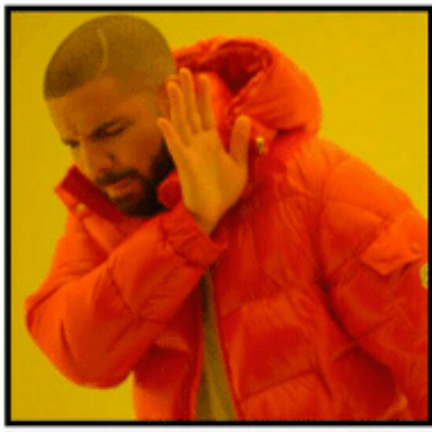
Written: letters, notes or graffiti



Cyber: saying unkind things by text, email and anywhere online, including online games



If you are bullied:



DON'T:

- ☒ Do what they say
- ☒ Get angry or look upset
- ☒ Copy their behaviour
- ☒ Hit them or kick them
- ☒ Think it's your fault
- ☒ Hide it and keep it in

DO:

- ☑ Ask them to stop if you can
- ☑ Use eye contact and tell them to go away
- ☑ Ignore them
- ☑ Walk away
- ☑ Talk to an adult
- ☑ Get help
- ☑ TELL SOMEONE

What should I do if I think someone else is being bullied?

- ✓ Don't walk away and ignore it.
- ✓ Ask the person to stop if it is safe for you to do so.
- ✓ Don't stay silent or it will keep happening
- ✓ Tell someone right then. Don't wait!

<u>Who can I tell?</u>

- ✓ A friend
- ✓ One of your three trusted adults
- ✓ Any other adult
- ✓ A family member, who can then tell the school

Everyone at Grayshott will work together to:

- ✓ Make our school a place where everyone can feel safe and happy.
- ✓ Help everyone to get along with each other because we believe that everyone has the right to be who they are.
- ✓ Always take bullying seriously.

Agreed by the pupils of Grayshott CE Primary School

Date for review – Autumn 2027