



Gresham Village School and Nursery  
ANTI-BULLYING POLICY  
Policy drawn up by: Marc Goodliffe, staff and pupils  
Date for review: Autumn 2025

*Preparation for life's journey*



Odd Socks Day, November 2024

**Our values and beliefs**

- Provide a safe, secure and stimulating learning environment
- Promote the best possible health and well-being for all members of the school community by ensuring a culture of mutual respect and support
- Establish effective links between home, school and the wider community

## What is bullying?

### Several Times On Purpose

- Bullying is intentional (not an accident)
- A bully hurts someone on purpose
- Bullying is repetitive. This means that the bully hurts someone over and over again; it isn't an incident that happens only once or now and then
- Bullying can be by one person or by a group of people

These are the main types of bullying:

1. Physical: e.g. kicking, hitting and damaging their belongings.
2. Verbal: e.g. name calling, threats and making offensive remarks.
3. Indirect: e.g. spreading nasty stories about someone, gossiping and leaving someone out from social groups at playtime and in the classroom.
4. Cyber: sending nasty emails, texts or making nasty phone calls.

Some types of bullying can be against a group to which people may belong, for example, racial comments, bullying because of a person's religious beliefs, sexual bullying or bullying because of people that have special educational needs or disabilities.

### How do we prevent bullying?

Our school behaviour policy helps to promote positive behaviour in school to create an environment where everyone behaves well and supports each other.

Our systems for reporting poor behaviour and recording concerns about children's welfare are set up to ensure that there is a co-ordination of information between members of staff eg breaktime and lunchtime supervision, meetings with parents and pupil disclosures.

Every year, we have a whole school focus on bullying, based on our SCARF PSHE programme and National Anti-bullying Week materials. This involves assemblies, parent forum, PSHE lessons throughout the school and the school council. Children learn about the consequences of bullying and what to do if they experience bullying.

Posters on the school notice boards and classrooms remind children that bullying is not acceptable, and to tell them what to do if they are being bullied.

Our school takes part in the national anti-bullying week every year to remind children that bullying is not acceptable.

### What happens if there is a concern that a child is being bullied?

Concerns might be raised that a child might be being bullied through:

- A direct disclosure from a child
- The concerns of other children
- The concerns of staff
- The concerns of parents

#### Consequent action:

- A member of staff will talk to the child who may be being bullied. They will be reassured that they do not deserve to be bullied and that it's not their fault. They will be encouraged to talk about their feelings and they will be involved in making choices about how to resolve the matter. They will be asked to tell someone if any bullying happens again and we will involve their friends for support.
- We will talk to the child (or children) involved in the bullying separately and listen to their version of what happened. We will talk to anyone else that saw the incident. If we feel that this is an incident of bullying, we will remind the child (or children) that bullying is not acceptable and expect the bullying to stop.
- All members of staff will be informed and told to record and report future incidents.
- We will contact the parents of the child we are concerned about and if necessary, the parents of the child or children who caused or were involved in the incident.
- We will support the child being bullied. If necessary, we will give them a temporary key worker who they feel they can talk to if they feel the bullying has not stopped. We will make sure we check that the bullying has not started again.
- Children who have been involved in bullying may be removed from class, not be allowed out at break times and lunchtimes, not be allowed to join in with school events, placed on a behaviour support plan or may be excluded.
- Racial bullying will be reported to the Local Education Authority.

#### **Associated Policies**

Positive Behaviour Policy

Guidance on the Use of Reasonable Force

Safeguarding Policy