



Anti-Bullying Policy

Reviewed by	Josie Payne (Head Teacher)
Review Frequency	June - Annually
Approval	Headteacher
Approved	June 2025
Next review due	June 2026

RATIONALE

This policy is to be used alongside the Behaviour Policy and is informed by the Equal Opportunities policy and Child Protection and Safeguarding Procedures.

Glenwood School values individuality and nurtures the emotional life of its pupils. If bullying takes place in school it is essential that it is dealt with sensitively, fairly and effectively. Staff, pupils and parents must have access to the procedures for dealing with bullying.

We believe that children are entitled to receive their education free from intimidation. Bullying will not be tolerated. It is important that the school ensures that the staff practise within an anti-oppressive approach.

AIMS AND PURPOSES

To ensure that staff, parents and pupils can communicate openly and in confidence about any incidents of bullying that may be causing them concern.

To ensure that all staff and parents are aware of the procedures and strategies for dealing with bullying.

DEFINITION OF BULLYING

Bullying can take many forms and it is important to remember that a child can be hurt emotionally as well as physically.

We can define bullying as **"behaviour which can be defined as the repeated attack, physical, psychological, social or verbal, by those in power, which is formally or situationally defined, on those who are powerless to resist, with the intention of causing distress for their own gratification"** (Besag 1989).

It is also important to note that bullying could be seen as behaviour which has happened on a single occasion.

Bullying can take place between pupils, between staff and between staff and pupils. All these forms exist within a variety of schools and none will be tolerated at Glenwood.

The school describes bullying 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
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Racial	Racial taunts, graffiti, gestures
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

The different types of emotional bullying can also come in the following forms:

- Email
- Text message and sexting
- Ignoring
- Discrimination (Sexual, Gender, Racial, Disability, etc.)
- Abuse due to postings on social networking sites
- Online gaming

STRATEGIES

The aims and strategies of the school Behaviour Policy will determine the response of the school to bullying incidents.

The following model will be used by staff for alleged bullying against a pupil:

Be available

Make it known that you are there to listen and provide immediate support.

Attend to the Child

Ensure that the hurt child is comforted and reassured. If it is appropriate the child will be asked how he/she is feeling. Some children are not aware of being bullied, as they like the attention, however negative. Staff must be alert to this and be pro-active in following up suspicions based on their knowledge of all individuals.

Staff knowledge of all students' personalities is critical, in recognising a pupil is a victim, when some individuals do not recognise that themselves.

Where the student is non-verbal or speech limited, staff should make a witness note of a situation and closely observe the pupils to see if there are any negative or unusual behaviours that have arisen in the victim as a result of the incident.

Record

1. Record any incidents using a CPOMS report.
2. Teachers will need to monitor incidents of bullying and ensure that IBMP's reflect current strategies in managing the behaviour and keeping pupils safe
3. Inform SLT of incidents of bullying
4. The Governors receive the bullying statistics termly in the Head's report

Respond

Ensure that your response is non-aggressive and provides models of positive behaviour.

Follow up discussions with relevant staff may lead to appropriate follow up strategies, at either individual, group and/or whole school level, for example, modifying IBMP's of victims and bullies, or supplying the pupil with communication strategies. Be aware that in non-verbal or speech limited children there may be changes of behaviour at home so be prepared with strategies to help the parents/guardians and possible wider family if needed. Inform any after school club providers or respite centre staff that both children may attend, in order to keep them aware of possible behaviour issues and personality clashes.

Review and Reflect sessions, should be a regular event in each class, ideally for 10 minutes daily in which issues of bullying can be discussed.

The following will be used for bullying incidents other than those against pupils:

Incidents of bullying between staff or staff and pupils will be reported and dealt with through the school's "Low level Concerns" procedures and bullying by staff against pupils will be dealt with through the Disciplinary Procedure. There is also the Whistle Blowing Policy which is designed to highlight areas of concern to the correct channels.

Glenwood School will always:

- Endeavour at all times to prevent bullying and oppressive behaviour.
- Inform pupils and parents that Glenwood School will not tolerate bullying.
- Actively encouraged children to report all cases of bullying – staff may need to advocate for some pupils who are non-verbal or speech impaired.
- React promptly and decisively when bullying is identified.
- All incidents of bullying will be recorded and reported.
- Support all children who are being bullied without discrimination against them.
- Take action to help bullies to modify their behaviour without discrimination against them.
- Involve parents when bullying occurs.

CONCLUSION

A well planned and positive behaviour policy linked with sensitive and effective measures for the prevention of bullying will provide a safe and stimulating learning environment in which pupils and staff promote a good standard of behaviour and respect for others.

Please also see:-

Child Protection Policy

Safeguarding Policy

Behaviour Policy