



Ghyll Royd School and Pre-School  
A foundation for life

# Anti Bullying Policy

Policy Leader: Mr David Martin

Policy review completed by the Headteacher on

Autumn 2019

Date to be reviewed

Autumn 2021



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Ghyll Royd School and the Pre-School (Early Years Foundation Stage) is committed to safeguarding and promoting the welfare of young children and expects all staff and volunteers to share this commitment.

### **Definition**

Bullying is behaviour that is intended to hurt, threaten or frighten someone else. It damages individual children.

### **Employer's duties**

Employers are responsible under the Health and Safety at Work Act 1974 for the health and safety of non-employees, such as pupils, who are at the workplace. They are required to do all that is reasonably practicable to protect their health and safety. Employers also have a common law duty of care to pupils in school. They are required to take reasonable care. The statutory and common law duties are discharged if reasonable precautions are taken to prevent bullying in schools and there are procedures in place to record any incidents that do take place and procedures to take appropriate action to stop further incidents.

Employers should give employees who are responsible for implementing a school's anti-bullying procedures whatever information and training is necessary.

### **Employee's duties**

Employees must take care for the reasonable care for the health and safety of others at work.

Employees must co-operate with the employer in health and safety matters.

### **What is bullying?**

Bullying is deliberately hurtful behaviour repeated over a period of time. Ofsted defines bullying as aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms. It is difficult for victims to defend themselves against it.

Bullying can include:

- Name calling
- Malicious gossip
- Teasing
- Intimidation
- Ostracising
- Theft
- Damaging someone's property
- Violence and assault
- Jostling, pinching and kicking
- Extortion

## **Symptoms of bullying**

Early signs that a child is being bullied could be:

- The child becoming withdrawn
  - Deterioration in the child's work
  - Erratic attendance or spurious illness
  - Persistently arriving late at school
  - General unhappiness or anxiety
  - The child wanting to remain with adults
  - Sudden outbursts not in common with the child's normal behaviour
- Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives. They can want to take their own lives.

## **Strategies to combat bullying**

We aim to include the following in our teaching:

- Circle Time
- Befriending
- Circle of friends
- Support groups
- Mediation by adults
- Use of Worry Boxes
- 'Help' cards/token

### **Befriending**

This involves assigning selected pupil volunteers to be with and befriend pupils who are being bullied or having difficulties because they are new to the school or upset by an event outside school, e.g. a family bereavement.

The objective is to give the befriended pupil someone to talk to and to help them feel more positive about themselves.

### **Circle of friends**

This involves a small number of pupil volunteers to form a circle of friends for a vulnerable pupil to help improve their level of inclusion and acceptance and to increase insight into his or her feelings and behaviour.

### **Support groups**

The support group for a bullied pupil includes those involved in the bullying. The aim is to get the bully to identify with the victim and then to help resolve the problem.

## **Mediation by adults**

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

## **Worry boxes**

These are placed at strategic places in the school building to allow pupils to anonymously or otherwise privately post a problem into the box. An adult will check entries to the boxes regularly and follow-up any worries submitted.

## **'Help' cards/tokens**

These are used in a situation where a bullied child is unable to verbalise their concern or wants to talk to a teacher. The card or token can be placed by the child in a pre-agreed place for a nominated adult to respond to.

## **Formal Action**

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's discipline policy.

Sanctions could include one or more of the following:

- Parental involvement
- Removal from the group
- Withdrawal of break or lunchtime privileges
- Excluding the pupil from a school trip or sports event if these are not an essential part of the curriculum
- Suspension
- Exclusion

## **Dealing with bullying incidents**

In dealing with bullying incidents, we will observe five key points.

1. We will not ignore bullying.
2. Staff should not make premature assumptions.
3. All accounts of the incidents should be listened to fairly.
4. We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves.
5. We will follow up, regularly to check bullying has not resumed.

## **Records**

The school will keep records of all incidents and the school's response regarding bullying will be kept in the child protection folder in the Headteacher's office.

## **Advice to bullied pupils**

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHCE ethos.

During a bullying incident, pupils will be advised to:

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What they have done about it already

## **The role of parents**

**Parents of a bullied child should:**

- Contact school and speak to your child's teacher if you suspect your child is being bullied.
- Talk to your child calmly about it and reassure your child that telling them about it was the right thing to do. Let the school deal with the bullying rather than approach the bully's parents directly.
- Make a note of what your child says verbatim.
- Explain to your child that they should report any further incidents to a teacher or other member of staff straight away.
- Talk to your child regularly about how things are going at school in an upbeat manner, concentrating on the positive aspects.

**Parents of the child who has bullied:**

If after discussion, we confirm a child has been bullied we will contact the parents of the 'bully' to discuss the issues. We will ask parents to:

- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Make an appointment to see the child's teacher or form tutor as soon as possible, and discuss how the school and the parents together can stop the bullying
- Talk to their child regularly about how things are going at school.
- Give their child lots of praise and encouragement when they are being kind and considerate to others.

From this sanctions and outline plans will be agreed.

Regular monitoring of their behaviour will be made.