



Grimoldby Primary School

Anti-Bullying Policy

Date Approved: March 2026

Date for Review: March 2028

Introduction

This policy sets out how Grimoldby Primary School will respond to allegations of bullying and how the school will work to ensure that bullying of any form is not tolerated.

What is bullying?

Bullying is when someone is being hurt (physically and/or emotionally) on purpose by someone else. It is the same person or people doing it again and again. Bullying makes people feel upset, lonely, pressured, threatened, scared, uncomfortable or confused.

Aims

Bullying is wrong and damages individual pupils. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim to produce a safe and secure environment where all pupils can learn without anxiety, and measures are in place to reduce the likelihood of bullying. This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying whatsoever in our school, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

The governing body monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep

accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident should follow the guidelines contained in the school complaints policy.

The Role of Adults and Pupils in School

The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all pupils know that bullying is wrong, and that it is unacceptable behaviour in and out of school. The headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, therefore making bullying less likely. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teaching and support staff

All the staff in our school take all forms of bullying seriously and seek to prevent it from taking place.

If teachers witness an act of bullying, they will either investigate it themselves or refer it to the headteacher, following our Behaviour Policy. Teachers and support staff will do all they can to support the child who is being bullied. If a child was being bullied, after consultation with the headteacher, the teacher would inform the child's parents or carers.

When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. In more extreme cases, e.g. where these initial discussions have proved ineffective, the headteacher may contact external support agencies, such as the Social Services/Emotional & Behavioural Support.

Members of staff have the experience and training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management. Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc, within the formal curriculum, to help pupils understand the feelings of bullied pupils, and to practise the restraint required to avoid lapsing into bullying behaviour.

PSHE sessions address the issue of bullying and workshops delivered by the Lincolnshire Stay Safe Partnership provide pupils with the skills and knowledge to avoid bullying behaviour. Furthermore, assemblies are used to provide pupils with key anti-bullying messages, and Anti-Bullying Week is celebrated in school annually.

The role of parents and carers

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and, if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in pupil questionnaires.

Types of bullying

Physical	e.g. punching, kicking
Cyber	e.g. text, internet, webcam
Isolation	e.g. leaving people out, excluding
Verbal	e.g. name calling, mimicking, making fun of families/belongings
Cultural	e.g. making fun of different religions/family background
Racist	e.g. making fun of people because of their race
Emotional	e.g. hurting feelings, tormenting, teasing
Stealing	e.g. taking money or belongings
Homophobic	e.g. calling people "gay"
Written	e.g. note passing, graffiti
Sexual	e.g. unwanted physical contact, sexually abusive comments

What pupils are told to do if they think they are being bullied at school

Tell someone. If a pupil does not want to tell someone at school, they are told to tell a trusted adult at home who will then let the school know. Pupils can also use the Wellbeing Check-In or Worry Box within their classroom to inform staff of concerns, issues or if they believe they are being bullied.