

# **Anti-Bullying Policy**

Gillamoor Church of England (VC) Primary School

October 2012

## **RATIONALE:**

**This school is completely opposed to any form of bullying and we will not tolerate it. It is entirely contrary to the Christian values and principles we live and work by.**

**Providing a safe and happy place to learn is essential to achieving school improvement, raising academic standards and attendance, promoting equality and diversity, and ensuring the safety and wellbeing of all members of the school community.**

## Mission Statement

Gillamoor School as a Church of England foundation School has strong links with the local church. We are committed to maintaining a happy, secure and stimulating learning community in which children learn to live first and foremost as children rather than as future adults.

We expect all members of our school community to transmit Christian values and attitudes that foster high self-esteem and respect for others; and develop caring and enquiring minds with a wider world appreciation.

## Principles

- Pupils have a right to learn free from intimidation and fear
- The needs of the victim are paramount
- The school will not tolerate bullying behaviour including cyber-bullying and prejudice-driven bullying
- Any bullied pupil will be listened to
- Reported incidents will be taken seriously and investigated fully

## Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, ridicule, extortion or exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be carried out by an individual or a by a group.

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing IC technology (internet or mobiles) to hurt or humiliate another person.

## Statutory duty of schools

There are various legal requirements on and powers for schools that relate to bullying (including racist and cyber bullying). In particular, the Education and Inspections Act 2006 requires that Headteachers must determine measures on behaviour and discipline that form the school's behaviour policy, acting in accordance with the governing body's statement of principles in so doing. The policy determined by the Head Teacher must include measures to be taken with a view to 'encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils'.

The law empowers Headteachers, to such extent as is reasonable, to regulate the behaviour of pupils when they are off school site (which is particularly pertinent to regulating cyberbullying) and empowers members of school staff to impose disciplinary penalties for inappropriate behaviour.

## **Responsibilities of all stakeholders**

### **Responsibilities of Staff**

Our staff will:

- Foster in our pupils, high self-esteem, self respect and respect for others
- Demonstrate by example the high standards of persona and social behaviour we expect of our pupils
- Discuss bullying with classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying should it happen.
- Be alert to signs of distress and other possible indications of bullying
- Listen to children who report bullying and act appropriately to support and protect them
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- Deal with bullying promptly and in accordance with agreed procedures

### **Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying
- Intervene to protect any pupil who is being bullied, unless it is unsafe to do so
- Report to a member of staff any seen or suspected cases of bullying

Anyone who becomes the target of bullying should:

- Not suffer in silence, but have the courage to speak out, not only to put an end to their own suffering, and also that of other potential targets

### **Responsibilities of Parents**

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

- Watching for signs of distress or unusual behaviour which may be evidence of bullying
- Advising their children to report any bullying to a member of staff
- Being supportive of their children, reassuring them that action will be taken
- Informing the school of any suspected bullying, even if their children are not involved
- Co-operating with the school if their children are accused of bullying to try to ascertain the truth

## **Preventing and Reacting to Bullying**

Gillamoor School will adopt a range of strategies to reduce bullying and to tackle it effectively when it does occur.

**Our school will take a preventative approach to bullying in a range of ways:**

Gillamoor School believes that prevention of bullying is the outcome of our positive approach to ensuring the happiness, well being and security of all pupils in our care.

Pupil discipline is managed positively, and all members of the school community are aware of their responsibilities in helping to promote an open, honest, supportive and caring environment.

The Primary SEAL programme is a whole-school and whole-curriculum approach to developing social and emotional skills in areas such as empathy and the management of feelings, which are highly relevant to reducing bullying.

The use of creative learning through art, music, poetry, drama and dance can develop understanding of feelings and enhance pupils' social and emotional skills.

But, should bullying occur:

## **Procedures for dealing with incidents of bullying behaviour**

The school will ensure that a 'zero tolerance' approach to bullying is in place through consistent reinforcement of this policy

All incidents of bullying will be dealt with sensitively and professionally.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the headteacher
- The headteacher will speak to all concerned and will record the incident
- Parents will be kept fully informed of any action taken
- Appropriate measures will be used and implemented in consultation with all parties concerned
- If necessary, relevant outside professionals will be contacted

At our school sanctions are applied fairly, proportionately, consistently and reasonably, taking account of any SEN or disabilities that pupils may have, and taking into consideration the needs of vulnerable children.

This policy will be regularly monitored and reviewed.

Headteacher .....

Chair of Governors .....

Date .....

Review date October 2015