



GADE VALLEY PRIMARY SCHOOL

ANTI-BULLYING POLICY

Introduction

At our school we believe that everyone should be able to learn in an environment free from bullying of any kind. We believe everyone should feel supported and safe. We are totally committed to ensuring that we eliminate any bullying in our school. We do this by educating children about what bullying is, the effects of it and how to prevent it from happening in the first place. Bullying behaviour is often linked to 'difference' and so we strive at our school to celebrate difference and respect one another. We recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

Our school is committed to working with staff, governors, pupils and parents/carers to create and maintain a school community where bullying is not tolerated.

Our approach

There are three characteristics that are included in most definitions of bullying:

- The behaviour is intended to cause distress
- The behaviour is repeated
- There is an imbalance of power between the perpetrator/s of bullying and the targets

This may involve:

- Excluding, tormenting
- Physically hurting others
- Taking another's belongings
- Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender or faith)
- Name-calling, spreading rumours, teasing
- Bullying that takes place online, such as through social networking sites or gaming sites

This document is part of a portfolio of policies that ensure that we;

- Safeguard pupils
- Promote wellbeing
- Promote equality between different groups
- Promote community cohesion

Roles and responsibilities

Mr Barron (Headteacher) is the anti-bullying coordinator, he is the named member of staff on the Senior Leadership Team responsible for anti-bullying.

Mrs Gill Hurt is the named Governor for anti-bullying.

The Headteacher and Senior Leadership Team along with the Governing Body has a responsibility to promote the school ethos of inclusion and to promote wellbeing and safeguarding. They also have a responsibility to report incidents of bullying and to monitor and review the implementation and impact of this policy.

All teaching and support staff have a responsibility to contribute to building and maintaining a school ethos which is welcoming, supportive and inclusive.

Pupils have responsibility for reporting any incidents of bullying experienced or witnessed and to actively promote a no-bullying environment.

Parents have a responsibility to support our work on preventing and dealing with bullying and safeguarding.

Responding to bullying

Any case of alleged bullying, should be reported to the class teacher in the first instance. The class teacher will use their professional judgement to decide whether or not to pass the alleged incident on to the anti-bullying coordinator. In the case of alleged bullying the class teacher or the anti-bullying coordinator can first establish the facts, and build an accurate picture of events over time. This will involve a formal monitoring period as well as speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the school will use a restorative approach inline with the schools Positive Behavior Policy. In addition the school will use consequences from our Positive Behaviour Policy.

All bullying incidents must be recorded; parents of both parties should be informed.

If the situation does not improve, the anti-bullying coordinator should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention further monitoring, support and consequences as deemed necessary. Action will be taken to ensure that the bullying has stopped.

If the school is alerted to allegations of bullying outside of school such as online, appropriate actions will be taken to manage wellbeing, support pupil/s and decrease disruption at school. This could include speaking to pupils involved, monitoring and support measures.

Bullying Prevention

Preventing and raising awareness of bullying is essential to keeping incidents in our school to a minimum. Through assemblies as well as PSHCE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Recording and reporting bullying

When someone has reported an incident of bullying they are assured that they have done the right thing and that action will be taken.

All staff at Gade Valley School carefully monitor children who have been bullied to ensure that it does not continue. These children may be placed on our provision map to show that we are monitoring and supporting them very closely.

Bullying and incidents of discrimination (such as racism or xenophobia) are recorded. Information is shared amongst the SLT and with other members of staff when necessary.

Bullying data is collected by the Headteacher which is shared with the Governors.