



## **Anti-Bullying Policy**

This policy should be read in conjunction with the School Behaviour Policy, the Child Protection Policy, the PHSE Policy, the Social, Moral, Spiritual and Cultural Policy, the Inclusion Policy and the Equal Opportunities Policy, the Home School Agreement and the SEN Policy.

### **Our belief and values**

It is the basic entitlement of all children that they receive their education in an environment free from intimidation and physical abuse. It is the responsibility of everyone at Green Park School to ensure that the school environment is protective, safe, friendly and caring.

We all have the right to feel safe all of the time. It is everyone's responsibility not to cause, or allow others to feel unsafe.

There is nothing so awful that it cannot be talked about.

### **What is bullying?**

Bullying is when someone deliberately hurts, threatens or frightens someone else.

Bullying can be done in many ways and can happen anywhere and to anyone.

Examples of bullying are:

- Physical harm.
- Threat of harm.
- Name calling.
- Teasing.
- Exclusion – deliberately leaving someone out.
- Cyber-bullying online or by text/mobile (cyber-bullying is dealt with separately in this policy due to the public nature related to the effect on the victim within the public domain).

All pupils must be aware of the expectations for behaviour and what is right and appropriate, and what is wrong and inappropriate.

### **Our aims**

This policy aims to make Green Park School a school free from bullying by:

- Taking all cases seriously and investigating them immediately.
- Ensuring that everyone is treated with respect.
- Encouraging caring, supportive and trusting relationships.

- Encouraging pupils of all ages to work co-operatively together
- Setting clear guidelines for all members of the school community in preventing and dealing with bullying.

### **How will we become a school free from bullying?**

- By everyone being aware that bullying is not acceptable.
- By pupils not retaliating or giving in to demands.
- By being aware of early signs of distress.
- By not supporting bullies or bullying behaviour.
- By working co-operatively together.
- By respecting, helping and supporting each other.
- By reporting incidences of bullying immediately.
- By working closely with the parents of both the bullies and bullied pupils.
- By not adding comments or passing on emails or internet links, in situations of cyber-bullying.
- Holding anti-bullying lessons sending clear and positive messages that bullying is not acceptable in our school or in our community.

Staff and pupils have been involved in developing this policy. Playground Leaders have been chosen from the older year groups and are working pro-actively to prevent bullying during playtimes. A core group of Teachers, Learning Support Assistants and Mid-day Supervisors are trained in Restorative Justices practices. This process enables incidents to be dealt with directly and within a 'no blame' environment, ensuring that victims and perpetrators are able to restore any damage caused and work towards a positive outcome. Restorative Practices pupil help and support is given to Mid-day Supervisors by selected and trained Year 5 and Year 6 pupils.

### **Findings from research**

- Children being bullied believe that their school can help and inaction condones the bully.
- Effective dealing with occurrences requires understanding of the victim's perception.
- Effective treatment of issues of bullying requires strong, pro-active and not reactive management.
- Bullying is the most significant factor in establishing the ethos of the learning environment.
- Being bullied makes people feel worthless and unhappy.

The Government has made tackling bullying in school a key priority and the Department for Education has made clear that no form of bullying should be tolerated.

Further support and guidance is available at [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk).

## **Actions to be taken**

Bullying will not be tolerated.

All pupils should be made aware that they have choices in their behaviour. If they make the wrong choices, negative consequences will occur.

When problems or bullying occurs the following steps should be taken:

**Step 1      Awareness raising/self-solving**

This can be done with the whole school if there is a general issue or in PHSE sessions within a class or year group. Circle time is an ideal forum through which issues can be raised and tackled.

**Step 2      Individual discussion leading to Restorative Practices Work**

If issues have been talked about and not resolved, or if an individual case is clear, class teachers will speak with individuals involved. All discussions, actions and outcomes are logged. If the class teacher perceives that there is a need for further mediation with an RJ facilitator on the staff team, then an RJ meeting can be arranged. Detail of these discussions and any contracts developed are logged in the RJ file in the Meeting Room.

**Step 3      Unresolved issues referred to Headteacher**

The issue is still unresolved therefore the pupil(s) are referred to the Headteacher. All discussions, actions and outcomes are logged.

**Step 4      Parents contacted**

At this stage parents are contacted if the problem remains.

**Step 5      Governors informed**

The matter will be referred to Governors and, if necessary, the bully will be excluded either temporarily or permanently. The police may even be involved.

Steps 1 to 4 may all happen over a short period of time. If matters are satisfactorily resolved early on, there will still be regular monitoring over a period of time.

## **Additional issues**

Pupils who incite and encourage aggressive behaviour must also be sanctioned. This includes behaviour or actions outside school that could incite problems or malice within school. It is everyone's responsibility to help prevent problems, not intensify them. No one should 'duck' their responsibilities.

## **Cyber-bullying** (see also Behaviour Policy guidelines)

### Definition

*'Cyber-bullying is when one person or a group of people aim to threaten, tease or embarrass someone else by using a mobile phone, the internet or other technologies.*

*Those who take part in online bullying often use a group of friends to target their victims by asking them to add or comment to a photo or a blog, or asking them to forward it onto another group of friends. Sometimes these people don't even realise they are actually bullying someone.'* (referenced from [www.direct.gov.uk](http://www.direct.gov.uk))

On-line malicious content that brings the school or staff into disrepute will also be dealt with under the definition of 'cyber-bullying'.

### **What are the consequences?**

Cyber-bullying will be dealt with immediately and with strict consequences due to the very public nature of the offence. Once a case has been brought to a member of staff's attention then:

- The case will be assessed and discussed by SMT and the Headteacher.
- Chair of Governors will be consulted.
- Evidence will be collected.
- The flow chart of appropriate action (as detailed in the Behaviour Policy) will be followed. In the most extreme cases, the police may be contacted.
- The website or phone company will be contacted to remove the offensive materials.

Tackling all types of bullying forms part of our school's wider safeguarding responsibility. Dealing with this issue matters deeply to children, young people and their families, as well as our school staff. We are committed to working against bullying and will deploy all the resources available to us to ensure that all members of Green Park School are safe, happy and protected.

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