



GERRANS SCHOOL POLICY & PROCEDURES

ANTI-BULLYING POLICY

NOTES AND GUIDELINES

1. INTRODUCTION

- 1.1 Headteachers have a legal duty under the School Standards and Framework Act 1998, to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, pupils and parents
- 1.2 This Policy provides an overall framework for managing all types of bullying behaviour. Bullying can take place between pupils, between pupils and staff or between staff; by individuals or groups; face to face; or indirectly. All forms of bullying are taken equally seriously at Gerrans School and must be dealt with appropriately.
- 1.3 Within the curriculum Gerrans School will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, Collective Worships and Subject areas, as appropriate, in an attempt to eradicate bullying behaviour

2. AIMS

- 2.1 Gerrans School will:
- Ensure that pupils learn, and staff work in a supportive, caring and safe environment without fear of being bullied.
 - Make clear that bullying is viewed as anti-social behaviour and affects everyone, and as such is unacceptable and will not be tolerated
 - Acknowledge that only when all issues of bullying are addressed will all members of our School community be able to fully benefit from the opportunities at School.

3. DEFINITION OF BULLYING

Bullying is **“Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally, where it is difficult for those being bullied to defend themselves”**.

Bullying includes:

- Physical: (kicking; hitting; taking belongings)
- Verbal: (name calling, making offensive comments, taunting, mocking),
- Indirect: (Spreading rumours, excluding persons from social groups)

4. FORMS OF BULLYING COVERED BY THIS POLICY

People are bullied for a variety of reasons. This policy covers all types of bullying including:

- Bullying related to race, religion or culture

- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

5. IDENTIFYING AND RESPONDING TO BULLYING

5.1 Pupils who are being bullied may show changes in behaviour:

- Becoming shy and nervous
- Feigning illness
- Talking unusual absences
- Cling to adults
- Changes in work patterns
- Lacking concentration
- Playing truant from School

5.2 Adults who are being bullied may show the same signs:

- Becoming withdrawn
- Increased absence from work
- Avoidance of the group or person where possible

6. IMPLEMENTATION

6.1 Gerrans School will take the following steps when dealing with incidents:

- 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 interview all concerned and will record the incident
- Class teachers will be kept informed and will monitor for signs or incidents of bullying and report any repeat of bullying to the Head teacher
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

6.2 **Pupils who have been bullied** will be supported by:

- offering an immediate opportunity to discuss the experience with the class teacher or any member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self esteem and confidence, possibly through a referral to the PSA

6.3 **Pupils who have bullied** will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and the need to change
- informing parents or carers to help change the attitude of the pupil
- referring to PSA / LM to give opportunity for pupil to explore underlying issues behind becoming involved in bullying

6.4 **Disciplinary steps which could be taken:**

- official warnings to cease offending
- exclusion from certain areas of School premises eg. playground or lunch room
- minor fixed-term exclusion
- major fixed- term exclusion
- permanent exclusion

7. MONITORING AND REVIEW

This policy has been discussed with staff, pupil representatives of the School Council. Parents and Governors. Feedback has been considered and amendments made to

take account of these stakeholder groups where practical
This Policy will be reviewed every two years or more often if an issue arises

Date: September 2016
Review Date: September 2018

Signed: (Headteacher)