



## Anti-Bullying Policy

### **Germander Park School Policy for Anti-Bullying**

**This policy should be read in conjunction with the Child Protection Policy.**

#### **Introduction**

At Germander Park School we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should feel safe to tell and know that incidents will be dealt with promptly and effectively. We do not discriminate against ethnic groups, religious beliefs or disability.

This policy has been written in consultation with pupils, staff, parents and governors.

#### **Aims**

To agree that:

- A set of procedures are in place to ensure a consistent approach to dealing with bullying if and when it occurs
- All governors, teaching staff and non-teaching staff will know what the school's policy is on bullying, and what they should do if bullying occurs
- All pupils and parents will know what the school policy is on bullying and what they should do if bullying occurs
- Bullying is wrong and damages individual children. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported if bullying is reported
- All members of the school community will support children through encouraging them to develop positive social skills and attitudes by learning about our 11 core values, restorative Practice and by learning how to relate to and respect each other

#### **Definition of bullying**

There are many definitions of bullying behaviour but most consider it to be:

- Deliberately hurtful
- Repeated over time
- Difficult to defend against
- Physical
- Verbal – name calling, insulting, offensive
- Indirect e.g. exclusion
- Negative discrimination by race, gender, difference or disability

Bullying behaviour is unjustifiable and unprovoked. It causes physical, psychological or emotional pain to the child being bullied. It robs a child of their rights, peace of mind and self-esteem. Children must be respected and taken seriously when they report bullying behaviour.

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Others support bullying by:

- Joining in
- Watching
- Laughing
- Remaining resolutely uninvolved

### **Strategies to help Prevention the occurrence of Bullying Behaviour**

At Germander Park School we strive to demonstrate and promote tolerance, understanding, respect and acceptance of difference.

We therefore promote positive relationships and a safe environment developed through:

- The principles of Restorative Practices
- Our 11 core values
- P.S.H.E curriculum
- Children are always encouraged to say 'stop', speak to peers and then to an adult
- Anti-bullying week/ friendship weeks
- Circle Times
- Stories, drama, role play and discussions in all curriculum areas where children are offered further opportunities to reinforce and promote positive behaviours and empathy skills
- Weekly Learning Intentions linked to values and restorative principles
- Assemblies (linked to values)
- Nurture Group
- Community Circles, with an adult, for specific problems (Restorative Principles)
- Playground Buddies

### **Procedures**

#### **When bullying is evident or reported:**

- Staff will intervene when bullying is reported
- Staff will investigate- listen to all parties and witnesses
- The incident will be recorded with dates, times, people involved and what was said/done this will be logged onto the incident sheet and copied for the Head teacher.
- Bullying Behaviour is always reported to the Headteacher, Deputy Headteacher or Key stage Managers using the serious incident reporting system.
- Any incidents of racial bullying will be recorded on the Racist incidents Performa and the data collection sheet. This information is collected by the LA on a termly basis.
- The child being bullied will be made aware that the incident will be dealt with
- A suitable sanction will be implemented for the child doing the bullying in order to modify or change the behaviour
- Parents of the child/ children doing the bullying will be asked to attend a meeting to discuss their child's behaviour

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- The parents of the child being bullied will be informed and invited to meet with the appropriate member of staff
- Staff will monitor the behaviour of both 'victim' and 'bully'

### **Sanctions**

The head teacher, Deputy Headteacher or Key stage Managers will then decide upon the sanction. This could be:

- Loss of playtime
- Immediate parental involvement
- Informal Restorative practices intervention meeting led by a senior member of the teaching team
- Formal Restorative practices intervention meeting where all parties and their parents are involved.
- Risk assessments would be completed for consideration of withdrawal from Educational Visits or extra curricular activities

Repeated incidents of bullying behaviour always result in the Headteacher or the Class Teacher informing parents and discussing a way forward where safety and well being has to be paramount.

### **Support**

At Germander Park School we ensure that we support both the victim of bullying behaviour and the child using bullying behaviour. Measures are put in place to assist us in solving the problem. These might include:

- Plan of action in agreement with parents
- Period of monitoring.
- Possible Awareness Form
- Home-School book
- Review of strategies in order to measure progress

In extreme and usually rare cases of bullying behaviour, measures to be taken could be:

- Completion of a MARF in order to involve other agencies and plan appropriate action.
- Nurture Group
- Internal exclusion
- Fixed exclusion
- Permanent exclusion

The Headteacher may, legally, exclude the child from school temporarily or permanently. The Headteacher will write to the parents within 24 hours explaining the reasons for the exclusion. Parents would have a right of appeal to the Governing Body and the Headteacher would have to comply with the outcome of the appeal.