

# GILLINGSTOOL PRIMARY SCHOOL



## ANTI-BULLYING POLICY

Signed *Catherine Davis*

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Chair of Governors

Date: 26.6.17

Signed *Clive Riches*

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Headteacher

Date: 26.6.17

Policy Review date : Summer 2020

Anti-Bullying Policy – Summer 2017

Review date - Summer 2020



# GILLINGSTOOL PRIMARY SCHOOL

*Striving for excellence*

## Anti-Bullying policy statement

### **Rationale**

We believe that everyone at Gillingstool is entitled to a safe and caring environment, free from fear and intimidation. All staff, pupils, governors and parents will be encouraged to act in a manner, which allows these values to flourish.

### **Definition**

Bullying may be defined as behaviour, by one or more people, which produce damaging or hurtful effects. It is deliberate, often repeated over time and a process difficult for those being bullied to stop. Bullying can be direct: physical or spoken. Bullying can be indirect: leaving an individual out or not talking to them. Bullying may even take place through new technologies referred to as cyber bullying. When two or more people of equal strength have an occasional disagreement or fight then this is not bullying.

### **Aims**

- To develop a school ethos that makes it clear to everyone that bullying is unacceptable and not tolerated in any form, regardless of how it is delivered and that it will be confronted and stopped.
- To develop school procedures and systems to identify, prevent and deal with bullying.
- To support the victims of bullying and assist them towards greater self-esteem and more assertive behaviour.
- To challenge those who bully to confront their own ideas and behaviours and to help them to replace their aggressive attitudes and behaviours with more positive ones.

### **Guidelines**

- It is expected that all staff, pupils, governors and parents will accept their responsibility to play their part in eradicating bullying at Gillingstool.
- A proactive attitude against bullying should be adopted by promoting respect for others and their feelings through personal and Social Education (SEAL & PSHE) work in the classroom.
- Reports of alleged bullying will be investigated in a proper, impartial manner.
- The Headteacher should be informed of any incidents of alleged bullying.
- Confidentiality should not be offered, as there may be a need to refer the issue to others (staff, parents, social workers, police etc.)
- All parties involved in an incident of bullying will be heard and spoken to with the aim of reconciliation. An appropriate strategy will be agreed and implemented.
- Parents of all children, both victims and bullies, involved in an incident of school related bullying will be informed by the Headteacher, at his discretion, of any occurrences and steps taken.
- If repeat offences occur, then a meeting will be arranged between all parties to discuss further steps which will be taken.
- Any sanction applied will be in line with our Behaviour Policy.
- The advice and guidance of outside agencies will be sought, if necessary.
- The Headteacher will keep governors informed through regular reports.

### **Conclusion**

This policy seeks to develop a proactive attitude against bullying and outlines school procedures that should be followed. This policy should be read in conjunction with the Behaviour and PHSE/SEAL Policies.