



Anti-Bullying Policy Reviewed January 2016

All policies at GSSC are written to reflect Statutory Requirements or National Guidance and updated in accordance with this. There are times when the Government or Local Authority provide updates to policies that are outside of the policy review schedules. In such instances, an appendix will be added to policies to reflect these updates until the Governing Board can ratify these amended policies. These appendices will supersede previously issued Statutory Requirements or National Guidance.



Policy Written by/date:	Signed/Date: Chair or Vice Chair	Policy due for review:
Mike Tebbutt: January 2016 Assistant Head	Jane Brand March 16	March 2017

This Policy is linked to the following School Policies and/or Procedures

Curriculum Policies	School Policies	School Business/Finance Policies
<ul style="list-style-type: none"> • Curriculum • SEN • English (incl Library) • Art • DT • Forest Schools • Humanities • Maths • P.E • PSHE • ICT/Computing • R.E • Collective Worship • Science • Sex and Relationship Education (SRE) • Careers • Post 16 (inc Consortium) • Communication • ASD • Music • School Council • Spiritual, Moral, Social and Cultural including promoting fundamental British Values • Teaching and Learning • Conductive Education 	<ul style="list-style-type: none"> • Child Protection and Safeguarding • Inclusion Policy and SEN Info • SEN Report • Positive Intervention • Prospectus • Pupil Attendance • Anti—Bullying • Designated Teacher (LAC) • Exclusions Policy • Volunteers • Animal Visits • Educational Visits • Exams/Accreditation • Staff Dress Code • First Aid Health and Medications • Intimate Care • Manual Handling/Mobility • Initial Teacher Training • Planning, Preparation and Assessment • Continuing Professional Development • Teaching Assistants • Well-Being of Staff and Student • SEF • SDP • Bereavement • Use of Photography and Video • Acceptable Use • E-Safety • Non-Smoking/Electronic Cigarettes Policy • Complaints • Assessment, Recording and Reporting • Parental Involvement • Student Participation • Home School Agreement • Healthy Eating • Transition • Pupil Premium • Supporting pupils in school with medical conditions 	<ul style="list-style-type: none"> • Data Protection • Confidentiality • Pay Policy • Register of Business interests of HT and Governors • Accessibility Plan • Charging • Freedom of Information • Publication Scheme • Staff Grievance • School Companies • School Income • Lettings • Code of Conduct for all Staff • Governor Allowances • Allegations of abuse against staff • Health and Safety • Retention of data • Recruitment and Selection Policy (Safer Recruitment) • Governing Board Succession Planning • Whistleblowers • Instrument of Government • Staff Discipline, Conduct and Grievance procedures • Equal Opportunity Policy • Equality Duty • Staffing Structure • Staff Attendance Planned • Staff Attendance Unplanned • Anti-Harassment • School Emergency Plan • Critical Incidents • Transport • Pool Safety and Procedures • Lone working • Capability Policy • Visiting speakers policy • Appraisal

GSSC

Anti-bullying Policy

Introduction

This reviewed policy was written in January 2016 by the Well-being Co-ordinator in conjunction with the Curriculum Committee. It was approved and adopted by the Governors It will be monitored and reviewed annually as part of the school's monitoring cycle or sooner if required.

Aims and objectives

The ethos of the School is the determining factor in creating the environment in which children grow up to feel valued and to value others.

Rationale

At GSSC we believe that everyone has the right to come to our school without fear of being bullied, and that we have a responsibility to create and maintain a safe and secure environment for students and adults alike. Incidents of bullying in our school are extremely rare. There is a procedure and pro-forma for recording and reporting of suspected incidents of bullying.

Bullying is not an inevitable part of school life, or part of growing up and we believe that we should work together to make our school a happy enjoyable place for all. At GSSC we define bullying as 'the repeated intimidation, humiliation, isolation, physical and/or verbal abuse of an individual by one or more people. It is the willful conscious desire to upset, hurt, threaten or frighten someone'.

Bullying may be physical, verbal or psychological and can take the form of name calling, physical assault, extortion of money or property, harassment, mental cruelty, malicious gossip or forcing people to do things against their will.

Bullying affects everyone, not just the bullies and the victim. It affects those who witness violence and aggression and the distress caused to the victim. It may damage the atmosphere of a class and change the 'climate' of the school.

We at GSSC **will not tolerate bullying** and will support anyone who is subjected to it. Anyone who is aware of bullying should bring it out into the open where it can be confronted and suitable action taken to prevent it from continuing. (For students this action should follow the procedures set out below). We will deal with any bullying and intimidation immediately using the agreed school procedures.

Implementation

PROCEDURE FOR MINOR INCIDENTS OF BULLYING

Be alert to early signs of evidence of bullying or distress-deterioration in work, spurious illness, isolation or the desire to remain with adults, erratic attendance, unexplained/poorly explained body marks. Marks causing concern will be noted and either the Head Teacher/School Nurse will be informed.

The School will:

1. Gather those involved together.
2. Listen carefully and record all suspected or actual incidents.
3. Offer the victim immediate support and inform the Head Teacher or a member of the Senior Leadership Team.
4. Make the unacceptable nature of the behaviour and the consequences of any repetition clear to the bully and offer them support.
5. Inform other appropriate staff of what has happened.
6. Be aware that these behaviours may be symptomatic of other problems and not just bullying related issues.

SERIOUS OR REPEATED INCIDENTS OF STUDENT BULLYING

Defined as: 'Premeditated incidents of bullying that results in, or could potentially result in damage to physical or emotional well-being'.

Level of intent should be considered primarily. Is this bullying as defined or a behaviour that needs to be addressed.

1. The Class teacher should be notified immediately. The Head and/or Deputy should then be informed of the problem at this stage.
2. Incidents of bullying will be recorded on the appropriate pro-forma. Both versions of the event are sought whenever possible from the victim and 'bully'.
3. The Head/Deputy will meet with all relevant parties - bully, victim, and class teacher.
4. The teacher and Head/Deputy record their discussions with all relevant parties. Reports are placed in respective main files for a specified period of time - 3 years.
5. In the case of students, both sets of parents are notified of the problem and kept informed.
6. After discussion some kind of resolution is reached and strategies are drawn up to avoid further incidents.
7. The situation is closely monitored by all staff members.

PREVENTION

Specific curricular approaches are used to explore the issues surrounding bullying to give students strategies to use if bullied and to make explicit the school policy on bullying.

Staff are encouraged to address issues surrounding bullying as they arise and to tackle them spontaneously and or through the curriculum (PSHE)

This policy is associated with the policy for Safeguarding and Child Protection