



Greengates Primary School

Anti – Bullying Policy

RATIONALE

We EXPECT everyone to display kind and caring behaviours. Everyone in school has the right to a safe and happy learning environment to enable them to achieve their maximum potential. It is the responsibility of all pupils, staff, parents, governors and the community to prevent bullying from happening. If bullying happens, the victim must feel confident to activate the anti-bullying systems within school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding of bullying issues and help build an anti-bullying ethos in school. This policy and the procedures school uses provide a structured system for dealing with bullying.

DEFINITION OF BULLYING

Bullying:

- Deliberately hurtful
- Repeated – often over a period of time
- Difficult for victims to defend themselves against

The school will work hard to ensure that all pupils know the difference between bullying and simply 'falling out'.

AIMS

This policy aims:

- 1) To prevent bullying from happening
- 2) To provide a safe, secure and happy learning environment which is based on mutual respect
- 3) To challenge attitudes and increase understanding of bullying issues

OBJECTIVES

1) To prevent bullying from happening we will:

- Adopt a zero tolerance approach to bullying – 'No Bullies Here'
- Use a clear system of reporting which all pupils know about and understand
- Follow a consistent set of procedures for investigating possible bullying incidents
- Follow consistent disciplinary procedures when dealing with the bullying issues
- Inform parents of any bullying incidents

2) To provide a safe, secure, happy learning environment we will:

- Provide a positive school environment, including in the playground, so that bullying behaviour is minimised
- Encourage pupils to 'speak out', so that they are confident about how to report bullying

3) To increase understanding of bullying issues we will:

- To involve pupils through SEAL (social emotional aspects of learning), SMSC (social moral spiritual cultural) and other lessons, assemblies, visitors and the school council
- To fully involve parents in the policy review e.g. providing anti-bullying workshops, questionnaires etc.
- To involve the staff and governors in the policy review in meetings



PROCEDURES

- 1) If bullying is identified then the parents will be informed, the child will immediately move to unacceptable behaviour zone and be dealt with in accordance with the school's Behaviour and Discipline Policy.



- 2) If the bullying is deemed to be racist, homophobic or extremist then the following procedures will apply.

Investigate all possible racist or bullying incidents. Record pupil interviews using school proforma for bullying and racial monitoring proforma for racist incidents. File records in folder in the HT Office.

If racism or bullying is judged to have occurred, the following procedures will be implemented:

- Records of the incident will be cross referenced with previous incidents on CPOMS and Sentinel
- Parents of perpetrator and victim will be informed by telephone and/or letter
- Consequences of racism or bullying will be implemented (see below)
- Victim will receive support

The sequence of consequences for racism or bullying will be:

1. Internal exclusion at playtime and first warning letter
2. Internal exclusion at playtime and lunchtime and second warning letter
3. Fixed term exclusion (internal or external) according to severity of incidents