

GOODRINGTON SCHOOL ANTI-BULLYING POLICY

Rationale

We recognise that although undesirable, behaviour which shows little understanding for the feelings of others people is inherent in all human beings. The seriousness of bullying, both physical and emotional (which may lead to psychological damage) is treated very robustly at Goodrington School. Children are vulnerable because they are in the process of developing, socially and emotionally. They are learning to understand and cope with their own feelings and emotions as well as trying to understand and respond to those of others. We consider that any behaviour that repeatedly causes distress to another and intentionally, hurts, frightens or intimidates can be defined as bullying. Bullying behaviour can take many forms and consequently it can be difficult to identify and even more difficult to address. However if such behaviour goes unchecked it is likely to have a damaging effect on children's lives. To correct the situation and bring about changes in behaviour children need a great deal of support. We realise that bullying will occur and that we must create an atmosphere of trust, so that children and parents can report any incidents and know that action will be taken to bring an end to their distress.

Purpose

We aim to:

- Provide a safe, secure learning environment, both in school and in the playground.
- Ensure that children are treated with kindness and respect and are not subjected to physical abuse, or ridiculed or ignored.
- Create a school in which children can be themselves knowing, that differences of race, colour, religion, appearance, ability, and character are given consideration and respect.
- Ensure that children will be listened to when they are frightened and upset.
- Take action that will protect the victim and ensure their future safety.
- Provide the necessary support and supervision to the bully, to help prevent further incidents of such behaviour.
- Guidelines
- Definitions:
 - Bullying - the intention to cause hurt, fear, or intimidation to another person.
 - Bully - the person who is behaving in a manner, which is repeatedly causing distress to another.
 - Victim - the person who is being hurt and damaged by the behaviour of others and is powerless to prevent it.

Definitions are used for the purpose of this policy, but it is never desirable to label children and they should not be used at any time when dealing with incidents.

The process of dealing with such incidents is time consuming and it may be necessary for a class teacher to enlist the help of the Head Teacher with this. The Head Teacher should always be made aware of bullying incidents.

It is easy to make judgements about actions that hurt and upset others and to consider an act of physical aggression more serious than, for example, name-calling. However, when a child or parent tells a member of staff that a child is frightened and hurt, it must always be taken seriously.

Support the victim by ensuring that they feel listened to and assure them that all incidents of bullying are taken seriously. Reassure the victim by setting out strategies to offer support. Check with them regularly to make sure that they are all right.

The victim's safety is most important and hasty action that might endanger them, by perhaps inducing the bully to seek revenge, will not help. Neither will action that causes them embarrassment and prevents them from seeking help in the future.

Meet with the bully and describe your reasons for speaking with them. At the same time protect the identity of the victim and any witnesses. Remain calm and non-judgemental in order to ensure that the child feels they have had the opportunity to tell their side of the story.

Explain that all incidents of bullying are taken seriously and regardless of the reasons, they are unacceptable.

Explain to the bully the action that will be taken and that the situation will be monitored.

Attempt to help both the victim and the bully to see the situation from another perspective.

A set of disciplinary sanctions, ranging from writing to reflect on personal actions through to suspension or exclusion, will be actioned to reflect the seriousness of an incident and convey a deterrent effect. The strongest sanctions such as exclusion may be necessary in cases of severe and persistent bullying, despite the advice and support being given to the bully.

When dealing with incidents of bullying, members of staff must take into consideration any background, academic or personal factors including SEND for both the victim and the bully to ensure the incident is dealt with fairly and effectively.

Incidents of Cyber-Bullying will be dealt with within the existing Anti-Bullying Policy. Parents will be informed with hard evidence requested

Incidents of Bullying outside of school which affects the life of the pupils in school will be dealt with within the Anti-Bullying Policy with parental involvement as necessary.

A bullying incident will be treated as a child protection concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm.

Should the DSL feel the child is likely to suffer or is suffering significant harm their judgement will form the threshold for the incident to be reported to an external agency.

All incidents of bullying are entered into the Anti-Bullying Log with regular reviews to monitor any patterns arising.

Staff awareness of the policy and their legal responsibilities will be raised during regular staff consultations alongside any Borough Training available.

The pupils will be made aware of Anti-Bullying issues through the use of educational elements such as personal, social, health and economic education (PSCHEe), assemblies, projects, drama, stories, literature, with discussion of differences between people and the importance of avoiding prejudice-based language. Pupils are encouraged to be active in the prevention of bullying in our school by reporting and discussing any incidents which they witness, or are a part of.

Parents are kept informed regularly with regards to the many forms of bullying alongside updates to school policy and any Government directives through ParentMail and Newsletters.

The policy will be reviewed annually to monitor its effectiveness.

This policy is written with reference to DFES Guidance: Bullying, Don't Suffer In Silence 0064/2000; www.gov.uk which includes; Preventing and tackling bullying, Advice for Head Teachers, staff and governing bodies; Cyberbullying: advice for Head Teachers and school staff; Advice for parents and carers on cyberbullying; DfE Behaviour and Discipline in Schools Guidance; Supporting children and young people who are bullied: advice for schools October 2014 and the Child Protection and Safeguarding Policy.

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