



Anti-Bullying Policy

Statement of intent

Gayhurst has regard to the DCSF document on bullying ('Safe to Learn: embedding anti-bullying work in schools') and is committed to providing a caring, friendly and safe environment for all its pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at the school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Gayhurst is a, 'TELLING' school. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff.

What is bullying?

Bullying is the use of aggression with the intent of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures, offensive allusions to race or ethnicity
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours or teasing
- Cyber All areas of internet, such as email and internet chat room
Misuse.
Mobile threats by text messaging and calls
Misuse of associated technology, i.e. camera and video facilities.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Gayhurst has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.



- All pupils and parents should know what the policy is on bullying and what they should do if bullying arises.
- As a school we take bullying very seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and symptoms

A child may indicate by signs or behaviour that he is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of or unwilling to go to school
- changes their usual routine
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- cries at night or has nightmares
- often feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books, personal belongings damaged
- has possessions which are damaged or, 'go missing'
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile telephone
- is nervous and jumpy when a cyber message is received

These signs or behaviours could indicate other problems which are referred to in the child protection policy but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to a member of staff
2. In cases of serious bullying, the incidents will be recorded by the staff, a copy placed on file and a copy given to the Headmaster.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary the governors will be informed and independent bodies consulted (police, social services)
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (or bullies) change their behaviour



Outcomes

There may be times when the best way to stop bullying is to bring the matter to the attention of the whole class or group without identifying individuals otherwise:

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. If possible the pupils will be reconciled
3. In serious cases, in addition to the school disciplinary procedures, suspension or even exclusion will be considered
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure that repeated bullying does not take place.

Training and awareness

To reduce the incidence of bullying the school operates a thorough and effective supervisory system. Awareness and effectiveness of dealing with bullying is part of staff training, discussed regularly at staff meetings, incorporated into the child protection policy and disseminated constantly through the school PSHE policy.