



## **ANTI-BULLYING POLICY (INCLUDING THE EYFS)**

**2018-2019**

<b>Date</b>	<b>Review Date</b>	<b>Coordinator</b>	<b>Nominated Governor</b>
February 2018	June 2019	Gianna Colizza	Howard Zetter

## Anti-Bullying Policy

Gesher School has a duty of care to protect pupils from bullying (even if it occurs outside of the school) as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. Our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 underpinning our commitment to promoting the welfare of all children in our care and being alert to children who may be vulnerable and at risk from bullying.

This policy is made available to parents on the school website. A printed copy of the policy may be also be obtained from the school office.

'There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful
- Repeated often over a period of time, while recognizing that even a one-off incident can leave a learner traumatized and nervous of future recurrence; and
- Difficult for victims to defend themselves against.
- Often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or a carer. (Preventing and Tackling Bullying October 2014

We believe bullying takes many forms such as physical, verbal, social exclusion and the misuse of mobile phones and Internet social networking websites. (In this respect reference should be made to Gesher School's Policy on e-safety)

### *Cyberbullying: Advice for headteachers and school staff (2014)*

It is our duty to look out for all signs of bullying and to take the appropriate action to stop it. We will deal with all incidents of alleged bullying supporting the victim and the bully as appropriate

We believe by creating a safe, secure and caring school environment and incorporating anti-bullying and personal development into our PSHEE curriculum that we will encourage all pupils to take responsibility for their behavior and to report any incident of bullying to a member of the school personnel.

Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively as we wish to promote the wellbeing of all pupils.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

## **Aims and Objectives**

- To develop an ethos where all members of the school community are kind and considerate toward one another.
- To incorporate anti-bullying into the PSHEE and ICT curriculum (e-safety).
- To protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all children.
- To look out for all signs of bullying and to take the appropriate action to stop it.
- To develop a school environment that is both safe and secure for all pupils.
- To have in place, established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To be aware of the LA threshold for reporting bullying (see Appendix 1) and that some cases of bullying may require a referral to social services as per the safeguarding policy and procedures
- To inform everyone connected with the school of the school's anti-bullying policy.

## **Role of the Governing Body**

The Governing Body will not condone any bullying and has:

- Delegated powers and responsibilities to the Headteacher to manage the school's anti-bullying strategies including record-keeping and reporting to the Board of Governors.
- Delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- Responsibility for ensuring that the school complies with all equalities legislation;
- Responsibility for ensuring that thresholds for reporting a bullying issue to the local authority or known and adhered to.
- Nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- Responsibility for ensuring funding is in place to support this policy;
- Responsibility for ensuring this policy and all policies are maintained and updated regularly;
- Responsibility for ensuring all policies are made available to parents;
- Responsibility for the effective implementation, monitoring and evaluation of this policy

## **Role of the Headteacher**

Under Section 157 of the Education and Inspections Act 2006 the Headteacher has a duty to encourage good behavior, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Headteacher will:

- Implement this policy;
- Ensure that all school personnel are aware of the policy;
- Work to create a safe, secure, caring and friendly school environment for all the children;
- Ensure school personnel have a clear understanding of the extent and nature of bullying that may take place in school;
- Ensure that personal and social education curriculum and the religious education curriculum helps to deal with anti-bullying;
- Investigate all reported incidents of bullying;
- Ensure that all parents aware of this policy and that we do not tolerate bullying;
- Raise awareness of bullying with pupils, parents, school personnel and governors on the grounds of protected characteristics;
- Consult with pupils and parents to identify the extent and nature of bullying in the school;
- Inform parents of any incident of bullying and how it has been dealt with;
- Ensure school personnel report and record incidents of bullying;
- Keep records of all incidents of bullying;
- Support any pupil who has been bullied;
- Encourage any bully to change his or her behavior;
- Impose sanctions on any pupil who continues to bully;
- Liaise with parents of the victim and the bully;
- Ensure effective supervision is in place between lessons, break times and lunchtimes;
- Provide leadership and vision in respect of equality;
- Provide guidance, support and training to all staff;
- Monitor the effectiveness of this policy

### **Role of School Personnel**

School personnel will:

- Comply with this policy;
- Be aware of all other linked policies;
- Be aware of the signs of bullying in order to prevent bullying taking place;
- Report all incidents of bullying;
- Investigate all reported incidents of bullying;
- Take all forms of bullying seriously;
- Make sure that all pupils know what to do if they are bullied;
- Encourage pupils to report any incidents of bullying to any member of the school personnel;
- Support any pupil who has been bullied;
- Raise awareness of the wrongs of bullying through personal and social education and religious education;
- Use preventative strategies such as circle time and buddy systems;
- Implement the school's equalities policy and schemes;
- Report and deal with all incidents of discrimination;
- Report any concerns they have on any aspect of the school community.

### Role of Pupils

Pupils must:

- Report if they are being bullied;
- Report if they see someone being bullied;
- Follow the following instructions if they are bullied:
  - report what happened to you to one of the school personnel by telling them:
    - what has happened to you
    - how you feel
    - if you have been bullied before
    - who bullied you
    - where the incident happened
    - when it happened
  - make sure that your report is dealt with and who you told
  - tell your parents or another family member
- Treat others, their work and equipment with respect;
- Support their class charter and the necessary guidance it gives to ensure the smooth running of the school;

### Role of the Parents

Parents must:

- Support this policy;
- Report to the school any concerns they have of their child being bullied;
- Be assured that the school will deal with all incidents of bullying;
- Be assured that they will be informed of incidents and will be involved in discussions;
- Support the school Code of Conduct and guidance necessary to ensure smooth running of the school.

## Prevention

We aim to minimize the likelihood of bullying taking place by:

- Promoting a school ethos which encourages positive attitudes towards others and emphasizes that every pupil is of equal worth, irrespective of age, gender, ethnic background or academic attainment
- Providing a safe and stimulating environment in which children can work and play
- Adults providing positive role models
- Displaying around school, an anti-bullying code

Training staff to include:

- Understanding and implementation of the school policy;
- Knowledge of legal responsibilities;
- Actions to resolve and prevent bullying;
- Knowledge of sources of support including the DSL and SENCO (Headteacher- Gianna Colizza)

## Knowledge and Understanding

We aim to:

- Encourage children to realize that bullying is not restricted to physical violence, but includes any form of behavior which makes another child unhappy. Bullying includes pushing, hitting, kicking, threatening, name-calling, teasing, ignoring, excluding, and taking, damaging or demanding things belonging to another child
- Develop children's sensitivity to differences between people
- Encourage children to empathize with victims of bullying (for example, through role play and discussion)
- Assure children that they should not tolerate bullying in any form
- Encourage children to seek adult involvement, in the knowledge that their problem will be taken seriously
- Make children aware that bystanders condone bullying by doing nothing and that it is their responsibility to inform an adult

## Dealing with Bullying in School

Bullying is often complex and needs to be dealt with appropriately, firmly and sensitively. Children should feel that they can approach an adult, usually their class teacher, but it could be any adult in the school with whom they feel comfortable. Dealing with bullying reflects the belief that every child has the right to work and play in a secure and happy environment.

Staff has agreed to deal with all incidents in a consistent manner, following the guidelines below:

1. To investigate *fully* each incident wherever it occurs.
2. All incidents to be recorded in the 'Class Incident Book' by either the adult on duty detailing who was involved in the incident and what occurred.
3. All serious incidents (e.g. fighting) will be dealt with only by the Headteacher and/or Deputy Headteacher.
4. The 'Incident Book' will be monitored by the Deputy Head on a regular basis and parents will be informed if any patterns appear in the book and they will be invited to discuss the child's behavior with the class teacher. If behavior continues parents will be invited to speak to the Headteacher. The book will not only be a record of the children who are bullying others, but will also give the names of children who are being bullied.

Our aim is to support and monitor children to minimize any problems and ensure children feel happy and accepted at school.

A child may also have certain privileges removed, if there is no improvement in his/her behavior. Children may be asked to apologize and take part in support to take part in more positive behavior.

We may ask for parental involvement to support our behavior strategies and to ensure parents are aware of what is happening at school.

School personnel will refer to behavior support plans to ensure that behavior is also dealt with on an individualized and appropriate manner given the children's difficulties.

Behavior will be monitored and review on a regular basis.

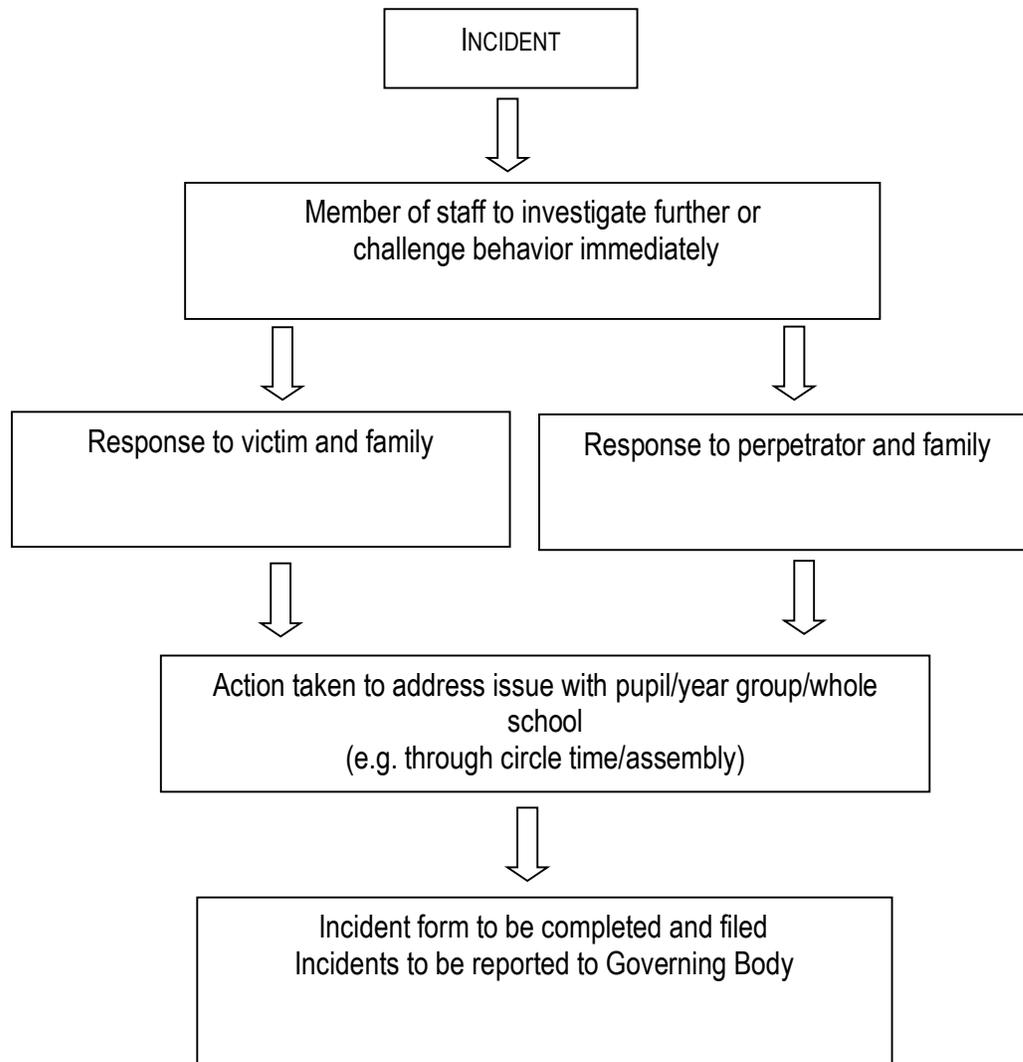
In extreme cases there may be a result of exclusion.

*All incidents of repeated bullying will be reported to a member of the SLT and a full investigation of the situation will be made.*

### **Bullying Outside of School**

Any bullying outside of school (e.g. Cyber bullying) will be investigated by the school and dealt with accordingly. Parents will be notified if their child is involved.

## Responding to and Reporting Incidents



## Anti-Bullying Code

At Gesher School we believe that every child has the right to learn and play in a safe and happy environment. We therefore believe that bullying has **no** place whatsoever in our school.

**We all agree:**

- That we will do everything we can to be friendly and kind to other people.
- To keep our hands, feet, and any other part of our body to ourselves.
- To only say kind things to one another and be mindful of each other's feelings.
- To include others by sharing in our games and activities.
- To respect each other's belongings and property.
- To treat others as how we would wish to be treated
- To be responsible for our own actions.
- To resolve any type of bullying by telling an adult straight away, even if we are not the one being bullied.

**Appendix**

**Appendix 1**

<http://www.brentlscb.org.uk>

Brent Local Safeguarding Children Board - LA thresholds for reporting bullying (updated Feb 2018)