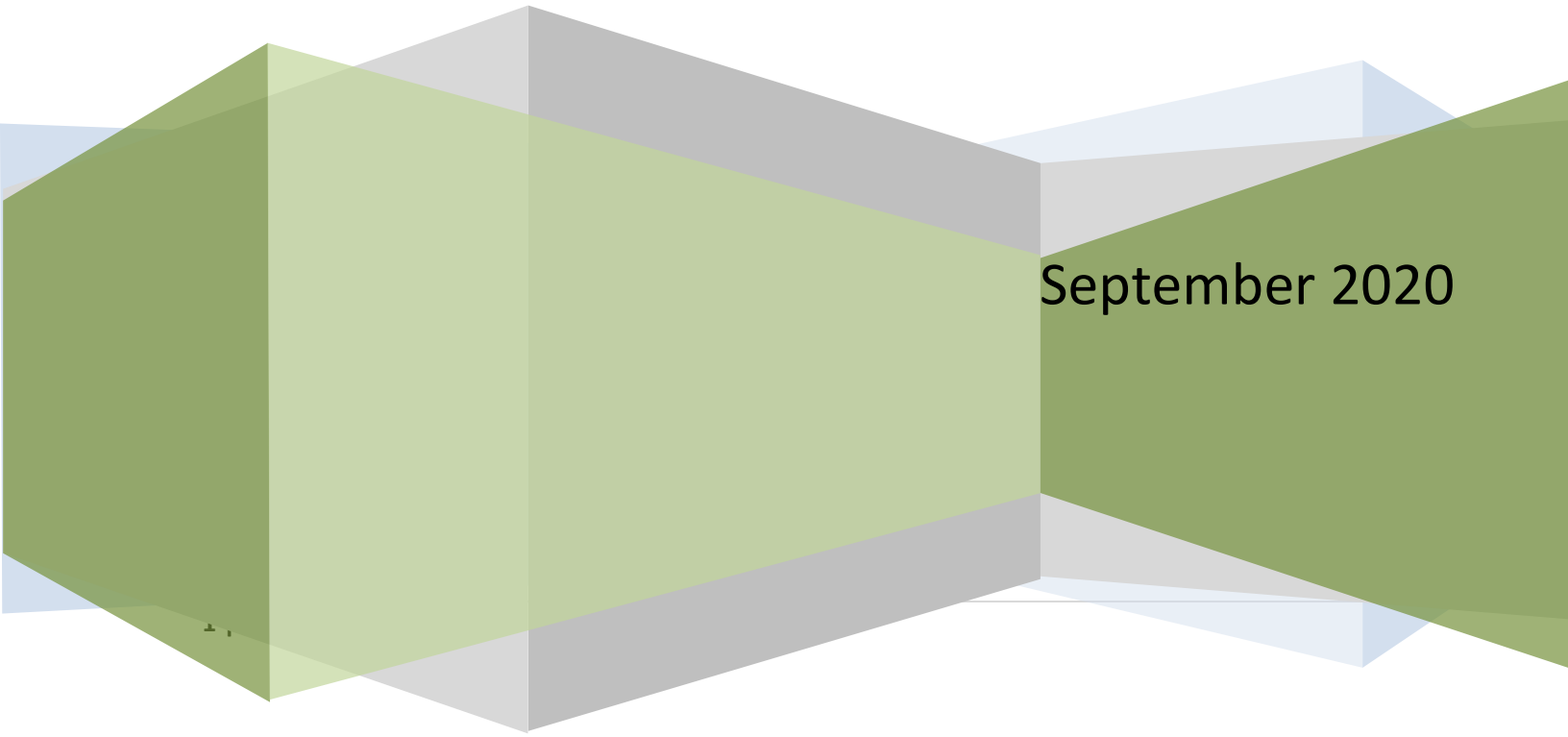
Gig Mill Primary School

Anti-Bullying Policy



September 2020

Dudley Anti-Bullying Pledge Scheme

Anti-Bullying Policy Statement for Gig Mill Primary School

Objectives:

This policy outlines what Gig Mill Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture bullying will not be tolerated.

Our school community will:

- Discuss, monitor and review our anti-bullying policy on a regular basis.
- Support all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensure that our pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and abide by the anti-bullying policy.
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.

Definition of bullying

Bullying is "**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally**".

Bullying can include: name calling; taunting; mocking; making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups, and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as the sending of inappropriate messages by phone, text, Instant Message apps, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying, whether face to face or in cyberspace, including:

- Bullying related to race, religion, gender or culture.
- Bullying related to SEND (Additional Needs or Disability)
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers or looked after children or otherwise related to home circumstances.

Preventing, identifying and responding to bullying

The school community will:

- Work with staff and outside agencies to identify all forms of bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.

- Consider all opportunities for addressing bullying including through the curriculum, displays, assemblies, peer support and through the School Council.
- As a Rights Respecting School, we promote Children's Rights including the Right to be protected (A19) and the Right to play (A31)
- Train all staff including lunchtime staff, learning mentors and support staff to identify bullying and follow school policy and procedures, including recording incidents.
- Ensure pupils know there are "safe spaces" where they can share their concerns with a member of staff who will deal with the issues raised.
- Use a variety of interventions to resolve the issues between those who bully and those who have been bullied.

Involvement of students

We will:

- Regularly seek children and young people's views on the extent and nature of bullying.
- Ensure pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools eg anti-bullying week.
- Publicise the details of help-lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Liaison with parents and carers

We will:

- Ensure that all parents /carers know who to contact if they are worried about bullying.
- Ensure all parents know about our complaints procedure and how to use it effectively.
- Ensure all parents /carers know where to access independent advice about bullying.
- Work with all parents and the local community to address issues beyond the school gates that lead to bullying.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Safeguarding procedures
- Acceptable use policy
- Recording of racial incidents

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.
- All stakeholders – to report any incidents of bullying that they are aware of.

Monitoring & review, policy into practice

This policy will be monitored and reviewed annually.

The Headteacher will report on a regular basis to the governing body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school's action planning. The school uses guidance by the DfE and Dudley Children's Services to inform its action planning.

http://www.anti-bullyingalliance.org.uk

Review date: September 2021