

Gosberton House Academy - Anti-Bullying Policy [to be read in conjunction with the Autism Policy, Behavioural Support Policy, E-Safety Policy]

### Rationale

Gosberton House Academy is an emotionally literate, Rights Respecting Academy. All staff at Gosberton House Academy are committed to providing a caring, friendly and safe environment for all child so they can learn in a relaxed and secure atmosphere.

### Purpose

Bullying of any kind is unacceptable. If bullying does occur, all pupils and staff should know that incidents will be dealt with promptly and effectively. Staff take a proactive approach to supporting young people who may be having difficulties with their peers.



When someone says or does something  
*unintentionally* hurtful  
and they do it once, that's  
**RUDE.**

When someone says or does something  
*intentionally* hurtful  
and they do it once, that's  
**MEAN.**

When someone says or does something  
*intentionally* hurtful and they *keep doing it*-  
even when you tell them to stop or show  
them that you're upset—that's  
**BULLYING.**

Bullying can be:

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

(See E-Safety Policy)

Why is it Important to Respond to Bullying?

Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and non-teaching staff , multi-agency team partners, pupils and parents/carers should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the Academy policy is on bullying, and follow it when bullying is reported.
- All pupils and parents/carers should know what the Academy policy is on bullying, and what they should do if bullying arises.
- As a Academy we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child/young person may indicate by signs or behaviour that he or she is being bullied.

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant

- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

#### Procedures

1. Report bullying incidents to staff
2. Incidents will be recorded by staff
3. Parents contacted
4. If necessary and appropriate, police will be consulted
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 (bullies) change their behaviour
7. Where appropriate the two (or more) young people will be supported by staff to discuss the issues openly with each other.

#### Outcomes

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

#### Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- Adhering to the school charter
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- regularly discussing bullying at school council to allow pupils the opportunity to monitor the situation.
- Supporting anti-bullying week every year and making the work high profile
- Links through English/Drama/PSHE schemes of work.
- Support from School Nurse and other agencies.

#### Resources

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

Equal Opportunities

The Academy has a policy not to discriminate on grounds of gender, race, culture, religion,

or special needs. Any incidents of Bullying will be considered individually and equal opportunities considered.

#### Health & Safety

Health and safety issues are described fully in the Academy Health & Safety Policy. It is the responsibility of each adult to report health & safety issues without delay to a member of the SLT.

#### Professional development

Staff will be given information and advice on Anti-Bullying Strategies and will be given the opportunity for in-house training or external training events where appropriate.

#### Review

This reviewed on an annually unless interim work needs to be completed.

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