



Gosforth East Middle School
Anti-bullying

DEFINITION

Bullying is any action inflicted by a person/persons upon another over a period of time that causes stress, injury or fear to the victim.

The forms of bullying can vary, but three main types are:

- PHYSICAL** - hitting, kicking, taking belongings, carrying implements deemed capable of harming,
- VERBAL** - name calling, teasing, insulting
- EMOTIONAL** - being unfriendly, excluding, tormenting and spreading rumours.
- CYBER BULLYING** - aggressive behavior by group or individual using electronic means eg. e-mail, mobile and social networking sites

It should be recognised that all these things affect people in different ways and that each individual will react differently.

POLICY STATEMENT

Our aims are:

1. to create a safe environment; one in which pupils, parents and staff can be confident that bullying will not be tolerated and will be dealt with.
2. to let everyone know that bullying is a serious issue which will be treated as such.
3. to ensure that parents, pupils, staff and governors are aware of the procedures, using pupil planner and by letter.

PROCEDURES

We shall:

1. Encourage a "telling school" approach , e.g. by using displays, operate a buddy system for vulnerable pupils, reinforce the message that there is always someone they can talk to about issues/problems.
2. Practise watchfulness.
3. Listen to pupils and parents.
4. Investigate and record all reports of bullying onto Class Charts system. Everyone will receive a fair hearing. All cases will be dealt with in confidence.

IN MANY CASES THE PROBLEM IS RESOLVED AT THIS STAGE IF THE INCIDENT IS FOUND TO BE A MORE GENERAL BEHAVIOUR PROBLEM

5. Inform the Head teacher of all serious incidents of bullying; he will become involved as necessary. Homophobic, racist or religion related bullying will be reported to the LA.
6. Senior Management team will have the right to search pupils suspected of carrying offensive weapons.
7. In the first instance bullying will be dealt with by the form teacher, who will inform the parents and year tutor and the outcome of any investigation. If the problems persists the Head of Key Stage will be informed and ultimately the Headteacher may become involved. (See 5).
8. Inform the parents of the pupils being bullied and the outcome of any investigation.



9. Inform the parents if their child is bullying others. They may be invited into school to discuss their child's behaviour and any sanctions that may be imposed.
10. Continue to discuss the subject of bullying within each year group, in other areas of the curriculum i.e. PSHE/Citizenship, school and year group assemblies with visiting speakers and the school council.
11. When necessary external agencies will be contacted.

There will be regular monitoring and review of policy and procedures.

VICTIMS AND BULLIES BOTH NEED HELP AND SUPPORT TO LEARN NEW BEHAVIOUR.

THE PROBLEM OF BULLYING CAN ONLY BE DEALT WITH IF THE SCHOOL KNOWS IT IS HAPPENING – SO WE NEED TO KNOW.

Anti-Bullying Guidelines

There are no certain cures and each 'bully' or 'victim' must be treated as an individual case:

Our first steps should be:

1. take the incident or report seriously
2. take action as quickly as possible
3. reassure the victim – don't make them feel inadequate or foolish
4. offer help/advice/options that may be open to them
5. make it plain to the 'bully' you disapprove
6. the bully should face consequences but take care not to act punitively as this may give the message it's all right to bully if you have the power
7. explain clearly the punishment and why it is being given
8. Year tutors will record any incidents and identify patterns

Where a problem persists or once a pattern is identified

- inform other colleagues, and ask them to be aware of the situation and be vigilant
- inform parents of incidents calmly, clearly and concisely
- reassure parents that the incidents will not linger or be held against anyone
- try to have a constructive plan of action to offer all parties. Pupils should be encouraged and supported to help themselves

Date: SLT Oct 2019

Review Date Sept 2021