

ANTI BULLYING POLICY

This Policy should be read in conjunction with Greenbank School's Race Equality Policy, Equal Opportunities Policy and Behaviour Policy.

Rationale

Every pupil has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Greenbank School is strongly opposed to any forms of bullying and is committed to building the self-esteem and confidence of our pupils through a consistent approach and whole school anti-bullying ethos. It is important to respond to bullying. No one deserves to be bullied. Everyone has the right to be treated with respect. Pupils who bully others need to be taught positive ways of behaving.

Definition of Bullying

Bullying is on-going, deliberate behaviour that intentionally upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal), indirect (e.g. being ignored or spreading rumours) or cyber (threatening e-mails, offensive text messages or phone calls). It may be carried out by one person or a group.

Aims and Objectives

The aims and objectives of this policy are to:

- Make it clear that bullying is not tolerated at Greenbank School.
- Ensure that all staff, pupils and parents/carers understand their roles and responsibilities in relation to any incidents of bullying they experience, witness or which are disclosed to them.
- Build pupils' ability to address bullying issues and by doing so develop their self-awareness, understanding and confidence.
- Provide all pupils with opportunities to learn appropriate codes of behaviour and ways of dealing with others to equip them for life in the wider world.
- Promote and maintain an anti-bullying ethos amongst the Greenbank School community.

Implementation

In implementing this policy, Greenbank School will :

- Clarify that *anyone* who is aware of bullying behaviour is expected to tell the staff.
- Ensure that all parties involved in any bullying incidents are listened to.
- Ensure that all incidents are investigated as fully as possible and that appropriate action is taken.
- Promote positive communication and consultation between school, parents/carers and outside agencies where appropriate.
- Implement procedures to deal with bullying incidents.
- Participate in Anti-Bullying Week.

- Provide relationship education for pupils in all Key Stages through timetabled lessons and positive role-modelling in all aspects of school life.
- Provide opportunities within the whole school curriculum to raise self-awareness, assertiveness and confidence as well as awareness of bullying issues.
- Promote and disseminate anti-bullying information, guidance and good practice.
- Encourage children and young people, staff and parents/ carers to participate in the development and implementation of anti-bullying strategies.
- Ensure that all staff remain alert to possible incidents at all times.
- Ensure that all pupils are aware of the whole-school behaviour system and that all staff help them to adhere to these standards.
- Encourage the use of interventions which are least intrusive but most effective.

<i>Date Written :</i>	<i>May 2015</i>
<i>Date approved by Governors :</i>	<i>May 2015 - Mrs Mary Hyde</i>
<i>To be Reviewed in:</i>	<i>May 2018</i>
<i>The person responsible for monitoring this policy statement and monitoring and evaluating its implementation is:</i>	<i>Miss K Thelwell - PSHCEE Co-ordinator</i>