



Anti Bullying Policy and Procedure

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Policy reference	GGF
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The aim of this document:

To support teachers and staff to provide a school space where children and staff feel safe to work, learn and play.

To support teachers and staff to reduce any bullying behaviours that arise.

To increase educational awareness through explicit teaching about what are bullying behaviours and strategies and responsibilities concerning these.

GGFS aims to create a safe and caring environment that promotes personal growth and positive self esteem for all. Bullying behaviour will not be tolerated in any form. Incidences of bullying will be dealt with according to the school's 'Reporting of Bullying' procedural guidelines. When there is a report or observation of bullying behaviour in the School it is addressed immediately with a consistent and procedurally fair response as outlined below and in the supporting policies and documents.

What is Bullying?

Bullying occurs when somebody who is less powerful than another person or a group is deliberately and, typically, repeatedly hurt without in any way deserving that treatment. This includes emotional, verbal (eg name calling), indirect (eg excluding), or a combination of the above. These can be at least as harmful as physical bullying. It can be the repeated use of:

- Physical aggression
- Put-down or insults
- Name calling
- Damage to a person's property
- Deliberate exclusion from activities
- The setting up of humiliating experiences
- 'Ganging up' of a group of children against one child

What are the Effects of Bullying?

Regardless of the type of bullying involved, the results for the victim are similar. They can include:

- Emotional – mood swings, sleep disturbance, depression
- Psychosomatic – negative body language
- Social – withdrawal, outbursts of temper, problematic behaviour, decline in school work standards, truancy

Rights and Responsibilities

Students, teachers, staff and parents have the right to feel safe and be free from bullying at GGFS.

Students have the responsibility to:

- Cooperate with other students and staff
- Follow the student code of conduct
- Play safely.
- help reduce bullying behaviours by using strategies that they have learned whilst at school.
- Talk to teachers, parents and students about any bullying behaviours that they have witnessed or experienced and how they are feeling.

Teachers have the responsibility to:

- Be familiar with the school anti bullying policy and to understand what bullying is and how to recognise it
- Treat bullying as a serious issue and follow the **Response to Bullying Procedure** for any reported incidents.
- Educate children to bring about changes in knowledge, attitudes, skills and behaviours
- Model socially respectable behaviours
- Monitor student behaviour and ensure students are supervised at all times
- Ensure that classrooms are safe places
- Discourage bullying behaviour wherever it is observed
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Parents have the responsibility to:

- Watch out for signs that their child may be bullied or is bullying
- Report incidents of bullying by phone in person or by written note
- Work with teacher/staff where appropriate
- Model positive social behaviours at home
- Reinforce rules/strategies taught at school at home

Reducing the Occurrence of Bullying at GGFS

Bullying is an anti-social behaviour and it is unacceptable at GGFS . It is the responsibility of every member of the school community to be proactive in ensuring that bullying behaviours are not tolerated.

To reduce the occurrence of Bullying at GGFS we will do this by:

- Openly and actively talk about bullying – what it is and how it affects us, and what we can do about it.
- Teach our students the skills that will build their self esteem and empower them to take responsibility for themselves and give them opportunities to practice these skills.
- Follow the Anti Bullying Policy and Procedure that clearly states what actions we will take to deal with bullying behaviour.
- Explicit teaching - activities focussed on social skills, raising self esteem and addressing conflict resolution are part of the PDHPE curriculum.
- Specialists may be brought into classes or to provide PD for teachers in relation to positive behaviours and anti bullying strategies.
- Information periodically sent home through Newsletters and Class emails explaining the sorts of behaviours that are bullying and reminding the school community that bullying is not acceptable.

Reporting of Bullying – Procedural Guidelines

STEP ONE

1. Engage with and listen to all the children involved.
2. Identify and talk to the targeted child and perpetrator/s.

In all instances, a formal meeting conducted by the Principal and the class teacher and the student/s perpetrating the bullying behaviour will be conducted. This will be immediately followed by a meeting with both the targeted student/s and the child who is perpetrating the bullying. This will be followed up with a class meeting of all students if deemed necessary, by the class teacher.

An explicit discussion about bullying, our school's Anti Bullying Policy and Procedure and the necessity of not allowing this behaviour to continue will be conducted. This meeting is to ensure that the bullying behaviours are named and recognised for what they are and to affirm the necessity of an immediate change to this behaviour. Students are encouraged to name both unacceptable and acceptable behaviours and to contribute their understanding of what these behaviours look like. Students are guided to the explicitly understanding of the benefit to all of ensuring that acceptable behaviours are our school's shared, common and non-negotiable standard.

2. Fair judgement and sanction.

The above direct approach leads to a clear judgement about the magnitude or seriousness of the offence and the appropriate pathway to resolution, or sanction to be applied. The offending behaviour is always related to the Student Code of Conduct, the school rules and Tallwoods non-negotiable zero tolerance bullying policy. All sanctions are seen as a logical consequence of anti-social, unacceptable behaviour and direct breaches to the above Policies.

3. Support/Assist target/victim

Inherent in this approach is the necessity to assist the 'targeted child/children' to learn to cope effectively with the situation and offer appropriate advice and/or counselling (while ensuring recognition that the targeted student/s often have done nothing to warrant the bullying behaviour). Explicitly teach assertiveness strategies to ensure that students understand that bullying behaviour is never acceptable and never to be endured or tolerated.

STEP TWO

Meet with parent/s of perpetrators, share concern for both the 'target' and the child who is bullying. Restate the school's Anti Bullying policy and point out how the behaviours of their son/daughter is contrary to the school's policy and is contributing to the personal distress of particular student/s and to disharmony in the social fabric of the school.

Make an action plan with specific outcomes to ensure bullying behaviour is discontinued immediately.

Ensure that parents understand that while there may be 'reasons' for their child's behaviours, these reasons will not be tolerated as excuses for these behaviours. It is vital that parents understand that zero-tolerance applies to every situation.

It is essential that the parents agree to fully support and re-inforce the school's position on the above point. All care is taken to support this process and to attempt to foster a collaborative approach between parents and school. In the event that the parents do not support our Anti Bullying policy, it will be deemed necessary to discontinue the student's enrolment.

Action Plan:

Listen, investigate, clarify and act in line with the following guidelines:

For isolated incidents	For repeated incidents
Reminder of school Anti Bullying policy and check child's understanding	Teacher uses logical consequences
Child returns to activity	Reminder of school Code of Conduct for Students policy
	A meeting with the Principal and the Class teacher, between the child perpetrating the bullying and the target is held as a matter of priority. This is followed up by a class meeting if the behaviour has been deemed to effect the class. This step will be taken at the discretion of the Class teacher and Principal. Record in register (in child's file)
	Parent informed, a meeting arranged and Action Plan made with parents with the view to a clear pathway to restitution.

Ongoing support for all students to ensure they understand the Student Code of Conduct and the Anti Bullying Policy. All incidences of bullying will be discussed during the weekly staff meetings. If behaviour does not change or escalate to more serious incidents, Step 2 is applied.

Policy Name: Anti Bullying Policy and Procedure	Date of Origin: 06/3/2022
Responsible: Principal	Review date: Every 5 years or as legislation requires.
Location:	Linked policies and forms: Student incident Form Code of Conduct for Students Student Welfare Policy Behaviour Management Principles
Last Updated: 06/3/2022	By Whom: