



Staff member responsible:	PTA
Date written / Issue Number:	June 2015/v4
Policy review date:	January 2025
Date of consultation (if applicable):	
Approved by Governors:	28/01/25
Date of next review:	January 2028
Required on website:	Yes

The Gilberd School

Anti-Bullying Policy

Our Statement of Intent

At The Gilberd School we believe that everyone has the right to feel safe and enjoy school in an atmosphere free from intimidation, isolation and fear. Bullying in any form and when brought to our attention, is never tolerated. We believe that it is the responsibility of the whole school community to eradicate bullying. This is not achieved in isolation however and this policy should also be read in conjunction with:

- The Student Code of Conduct Policy
- The Acceptable Use Agreement (IT)
- Relationships, Sex and Health Education Policy
- Child Protection Policy
- Child on Child Abuse Policy
- Equality Policy

Our aim is to create an environment where all members of our school community –students, staff, parents/carers and governors – work together with mutual respect, care and support. This is best achieved in an environment that welcomes diversity, irrespective of factors such as race, gender or sexuality (including lesbian, gay, bisexual, transgender) and appreciates the value that individual differences can bring.

Definition of Bullying

The following has been agreed by the School Council as the school's working definition of bullying:

“Bullying is repeated unwanted behaviour by an individual or group that deliberately hurts another human being, either physically or emotionally in person or online.”

Bullying can take many forms:

- Physical assault.
- Sexual harassment or sexual violence.
- Verbal abuse, taunts and rumour spreading.
- Racist, sexist, religious, homophobic or gender based abuse.
- Threats and intimidation.
- Stealing, destroying or hiding personal possessions.
- Extortion.

- Putting pressure on others to take part in deviant behaviour (truancy, vandalism etc).
- Excluding others from activities or a group and encouraging others to do the same.
- Using email, text or social networking sites to belittle, threaten, scare or spread rumours about others.
- Taking unwanted moving or still images.

Why it is important to deal with bullying

Students who are bullied can be subjected to significant harm. Being bullied can lead to students truanting, lacking concentration, feigning illness, losing confidence and self-esteem or becoming depressed. Learning can also be affected, and students can under perform. Students and parents/carers must be encouraged to report bullying.

The Role of the School and Students

Prevention

The school has developed an ethos that makes it clear that bullying is unacceptable and that all incidents will be taken seriously and challenged. Positive behaviour management encourages respectful conduct towards others.

Awareness of all types of bullying is raised in an open atmosphere within Personal Development lessons, Relationships, Sex, and Health Education Drop Down Days, assemblies, Mentoring sessions, Behaviour Curriculum and Anti-Bullying Charter and subject areas, as appropriate.

Students are encouraged to work with all staff via the Year and School Councils, Active Listeners and Peer Mentoring Schemes to develop anti-bullying strategies. By encouraging students to take responsibility for their actions and by developing an ethos of openness and support, both for the perpetrator and target of bullying, the school aims to deal more effectively with the issues linked to bullying.

Identification and Intervention

Students are strongly encouraged to report any incidents of bullying they witness or experience personally to their Form Tutor, Head of Year, or any other member of staff within the school. Student Mentors, Prefects, Junior Prefects and Active listeners also provide peer support for students.

All students are expected to read and sign The Gilberd School Bullying Charter that is displayed in each form room.

Targets of bullying should report all incidents of bullying to a member of staff who will record these events on our school's data management system (CPOMS/Go4Schools). It is vital that students retain any abusive texts, posts, recordings, media clips or emails sent to them.

All staff are expected to take claims of bullying seriously and liaise with the appropriate Form Tutor and Head of Year. Students are also advised to alert their parents/carers to any bullying concerns.

When made aware of incidents of bullying, the school will:

- Investigate allegations.
- Keep a written account.
- Obtain witness reports where possible.

- Challenge those who bully and hold them responsible for their actions.
- Take appropriate action in line with the school's Student code of Conduct Policy against perpetrators of bullying. This includes restorative justice.
- Keep parents/carers informed.
- Monitor the situation with the aim of preventing further incidents.
- Support students who have suffered bullying.
- Endeavour to change the behaviour of those who bully.
- Liaise with other agencies as appropriate.
- Train staff appropriately.

The Role of Parents/Carers

We would encourage parents/carers to alert the school if they feel their child is being bullied. It is important to remain calm and not try to resolve the matter by confronting the bully, as this will almost invariably make the situation worse and lead to further problems. It is useful to write down what has happened and to keep a record of any abusive texts, posts, recordings, media clips or emails.

Monitoring and Review of Policy

The Pastoral Team will monitor the incidences of bullying through the behaviour log and reported bullying incidents each term. They will also monitor concerns raised by the Student Mentors, Counsellors, Junior Prefects and Active Listeners.

The Anti-Bullying Policy will be reviewed every three years, although recommended amendments can be taken to the Governing Body when deemed necessary in the interim.