

GOSCHOOL ANTI-BULLYING POLICY

The school knows that actions and decisions affecting children are rooted, reviewed and resolved through rights. Children, young people and adults collaborate to develop and maintain a school community based on integrity, equality, dignity, respect, non-discrimination and participation; this includes learning and teaching in a way that respects the rights of both students and teachers and promotes well-being.

- Every student has the opportunity to learn without being hindered by others.
- Every member of the school community has the right to participate in the life of the school without fear, bullying, threats, harassment, racial or sexual harassment, humiliation or any other action intended to cause harm.

BULLYING IS NOT ACCEPTABLE

Bullying is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

At GoSchool, we are committed to safeguarding and to promoting the welfare of our students.

GoSchool will not tolerate bullying and all incidents of bullying will be dealt with seriously.

All incidents of bullying shall be investigated by the Academic Director in the first instance.

- Students are encouraged to talk about incidents of bullying.
- The Senior Management Team will intervene to support students and resolve any matters that arise.
- In some cases, a counselling session with bully and victim together may be appropriate, or students may be supported separately.
- All bullying will be addressed on a case by case basis and appropriate remedial actions will be agreed upon.
- All incidences of bullying will be recorded and checked for reoccurrence.

- Racist, homophobic, or sexist incidents should be logged in detail and in the first instance forwarded to the Academic Director.
- Parents/carers will be made aware of any concerns about bullying involving their son/daughter as either victim or perpetrator.

Staff

- A whole staff approach is essential.
- Staff will be vigilant to any signs of bullying. They should be watching out and listening for incidents of bullying and dealing with any incident, however apparently trivial or serious.
- Staff will look out for signs of stress, distress, deterioration in standard of work, absence from school, waiting around adults when in school, and any form of unusual behaviour.
- There will be opportunities within our personal development programme to deliver anti-bullying messages and content.

Students

- Students should take any reports of bullying (including cyber bullying) to the Academic Director at the first available opportunity. This could be via an email or arranging an online consultation for this purpose..
- Students must be prepared to speak to adults.

Parents/Carers

- Parents/carers should listen to their son/daughter and discuss any fears or worries that they have.
- Any concerns that parents/carers may have regarding bullying, should be reported immediately to the Academic Director.