

GLADESTRY CHURCH-IN-WALES V. P. SCHOOL

Anti-Bullying & Harassment Policy

Aims:

Our school aims to create a Community based on the Christian tradition in which the academic, cultural and physical development of each child is accompanied by a development in sharing with and caring for others, as well as growth in spiritual awareness. It further aims to provide a happy, interesting and stimulating environment in which **ALL** children and adults within the school can develop and achieve their full potential.

If we are to achieve these aims we must ensure that all our children are taught in a safe and caring atmosphere where respect for the individual is of the essence. The school will oppose all forms of direct and indirect discrimination, victimisation and harassment on the grounds of, disability, race, gender, age, sexual orientation, religion or belief, gender reassignment, pregnancy & maternity, marriage and civil partnership.

Staff, pupils and parents need to be fully involved in the appropriate environment in which bullying is openly and consistently addressed.

Objectives: It is important

1. that everyone involved in the life of the school fully understands what is meant by bullying and harassment;
2. that children fully understand that it is not their fault when they are being bullied;
3. that vigilance is exercised to prevent harassment;
4. that any type of bullying/harassment is addressed swiftly and promptly;
5. to provide open channels of communication between all adults involved with the school to prevent the possibility of harassment incidents;
6. that pupils, staff and others are treated with dignity and respect and valued equally;
7. that pupils and staff are made aware of internet safety procedures, including those relating to cyber bullying.

Breaks/Lunchtimes are the times when bullying is most likely to occur. Prevention is better than cure so, in order to avoid bullying, it is important to ensure:

1. All pupils are in the area where they can be easily observed or supervised on the playground. If the weather is wet children should remain in the bottom classroom under the supervision of the Mid-day Supervisor or the adult on break duty.
2. That the Mid-day Supervisor and all adults carrying out break duty clearly understand their responsibilities and have knowledge of the school policy and how it is to be implemented.

Parents have an important role in tackling/preventing pupil bullying. They can help by:

1. Being encouraged to become active in a meaningful partnership with the school.
2. Being informed and involved if their child is being a bully or a victim of bullying.
3. Informing the school if they know their child is being bullied or is a bully.

Staff:

This policy supports and is supported by the Equal Opportunities Policy and the Race Equality Policy. Any incidents of harassment of staff by other staff members will not be tolerated and will be reported in line with these policies and existing Grievance procedures.

Reviewed by Staff and Governors on

To be reviewed in 3 years or sooner if appropriate.

Signed:

(Chair of Governors)

.....

(Head Teacher)