

Gladesmore Community School



ANTI-BULLYING POLICY [OP5]

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Governing Body:		
Status : Statutory	Index: Operational	Website: Y

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Introduction:

Gladesmore is committed to providing a safe and supportive environment for all students, staff, and members of the school community. Bullying behaviour is unacceptable and will not be tolerated in any form. This policy outlines our commitment to preventing and addressing bullying incidents effectively.

Definition of Bullying:

Bullying is defined as repeated, deliberate, and hurtful behaviour, whether physical, verbal, or psychological, that is intended to intimidate, harm, or control another person. Bullying can take various forms, including but not limited to:

- Verbal bullying (name-calling, teasing, insulting)
- Physical bullying (hitting, pushing, kicking)
- Social bullying (excluding, spreading rumours, cyberbullying)
- Emotional bullying (threatening, manipulating, humiliating)

Prevention Strategies:

1. **Education and Awareness:** We will provide ongoing education and awareness programs to students, staff, and parents about the impact of bullying and the importance of respectful behaviour. This includes classroom discussions, assemblies, and workshops.
2. **Positive School Culture:** We will promote a positive school culture that values diversity, inclusivity, and empathy. Encouraging kindness, empathy, and respect for others will be integrated into all aspects of school life.
3. **Supervision and Monitoring:** Staff members will actively supervise students in all areas of the school to prevent bullying incidents. Vigilance and prompt intervention will be prioritised to address any potential issues.
4. **Peer Support Programs:** Gladesmore will implement peer support programs and initiatives to empower students to speak out against bullying and support their peers who may be experiencing bullying.

Response Procedures:

1. **Reporting:** Students, staff, and parents are encouraged to report any incidents of bullying promptly. Reports can be made to a teacher, counsellor, site staff, lunch staff or through the school's anonymous reporting system.
2. **Investigation:** Upon receiving a report of bullying, we will conduct a thorough investigation in a timely manner. This may involve gathering information from witnesses, reviewing any available evidence, and meeting with all parties involved.

3. **Support and Intervention:** Victims of bullying will be provided with appropriate support, including counselling and referrals to external support services if needed. The individuals involved in the bullying behaviour will be subject to disciplinary action in accordance with school policies.
4. **Follow-Up and Monitoring:** We will follow up with all parties involved in a bullying incident to ensure that appropriate actions have been taken and to monitor the effectiveness of interventions. Additional support and follow-up measures will be implemented as necessary.

Consequences:

Bullying behaviour will result in disciplinary action, which may include but is not limited to:

- Counselling or mediation
- Parental involvement
- Fixed-term suspension or permanent exclusion
- Legal consequences if the behaviour violates applicable laws

Conclusion:

Gladesmore is committed to fostering a safe and inclusive learning environment where all students can thrive without fear of bullying. By working together as a community and implementing proactive prevention strategies and effective response procedures, we can create a school culture that promotes respect, kindness, and empathy for all.

