

# Go Fish Education Ltd

## Anti-Bullying Policy

### Statement of Intent

At Go Fish Education we are committed to providing a caring, friendly and safe environment for all of our students so that they can learn in a calm and secure atmosphere. Bullying of any kind is unacceptable at our Go Fish Education. If bullying does occur, all students should feel able to tell someone and know that incidents will be dealt with promptly and effectively. We are committed to ensuring that our students are taught the importance of values, moral purpose and character allowing them to play a positive and influential role in ensuring all students feel safe. This means that anyone who knows that bullying is happening is expected to tell teaching or support staff.

This policy focuses on: what is bullying, helpful tips for students, information for parents and the Go Fish Education's response to bullying. Please read all sections, as they may be useful to you. The aims of the policy are:

- a) to highlight the need to provide a positive learning environment where bullying is not tolerated by any members of the community and that students feel safe to tell someone, whether another child or an adult, if they are being bullied.
- b) to promote an anti-bullying culture through the academic and pastoral curriculum and to encourage all members of the Go Fish Education community to act with tolerance, courtesy and consideration to others at all times in accordance with the Equality Act 2010.
- c) to develop a policy and an action plan, which reflects a positive approach to choosing to be a good friend and showing kindness.
- d) to encourage shared ownership of 'how we should be with each other' by Staff, Parents, Students and the wider community to reflect our Go Fish Education community.
- e) to ensure the whole of Go Fish Education is clear about the anti-bullying stance that we take, that students, as well as staff and other members of the Go Fish Education community are fully engaged in developing and reviewing anti-bullying work at the provision.

- f) to educate all students to ensure they are clear about the roles they can take in preventing bullying, including the role of bystanders.

### **Why is it important to respond to bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

### **Objectives of this Policy**

- All teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the Go Fish Education policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the Go Fish Education policy is on bullying, and what they should do if bullying arises.
- At Go Fish Education we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **What is Bullying?**

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either, physically or emotionally (*Department for Education Advice July 2017*). 'Intentional' includes the perception of the victim as well as the viewpoint of the bully.

Bullying takes many forms, but the main types are:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Cyber - misuse of email and internet chat room, misuse mobile threats by text messaging and calls, misuse of associated technology , i.e. camera and video facilities
- Homophobic - because of, or focusing on the issue of sexuality and gender issues
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments

- Verbal - name-calling, sarcasm, spreading rumours, teasing

Some aspects of bullying you might consider to be:

- Persistent
- Intimidating, stressful
- Pre-meditated
- Intentional
- Demoralising
- Humiliating, demeaning, threatening
- The use of a superior position of strength to intimidate
- A process designed to lower self esteem

Bullying can include the following acts:

- Name calling
- Physical violence
- Demands for money or possessions
- Hiding, taking or damaging someone's possessions
- Being pressured to do something you do not want to do e.g. another child's homework
- Threatening behaviour
- Spreading nasty or false rumours
- Deliberately leaving people out or not talking to them
- Teasing, mocking or tormenting a person about their social class, race, religion, gender, sexual orientation, disabilities, personal experience, Go Fish Education performance, possessions
- Being sent unpleasant notes or text messages or being made the subject of graffiti
- Being touched against your will

- Cyber bullying – inappropriate text and e-mailing; sending offensive or degrading images by phone or via the internet
- Bullying of minority groups

### **Child on child abuse**

This form of abuse is when there is any kind of physical, sexual, emotional or financial abuse or coercive control exercised between children/young people both on and offline . It is essential that all staff understand the importance of challenging inappropriate behaviours between children/young people. Downplaying certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys”; or not recognising that emotional bullying can sometimes be more damaging than physical harm and should be taken equally seriously, can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios, a culture that normalises abuse leading to children/young people accepting it as normal and not coming forward to report it. Stopping harm and ensuring immediate safety is an education setting’s first priority.

### **Discriminatory and prejudice-based bullying**

Some groups of young people are more likely to experience bullying than others.

Prejudice-based bullying is any type of direct physical or verbal bullying, indirect bullying or cyberbullying based on protected characteristics such as:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

### **Procedures**

1. Bullying incidents must be reported to Kerry or Dylan Brown.
2. Incidents are promptly and carefully investigated, witnesses are spoken to and statements are taken.
3. Victim and bully are spoken to separately.
4. Parents, when required, are contacted and referred to the anti-bullying and behavioural policies.
5. Points of view are described by staff to each victim/bully in turn.


6. A restorative approach can be taken - if appropriate and all parties agree, the bully faces the victim, apologises for his/her behaviour and assures them that the behaviour will not be repeated.
7. Sanctions are applied as necessary (see 'Information about Bullying for Students', below).
8. The bullying incident is recorded on the Go Fish Education Information System.
9. The situation is discreetly monitored for a period of time.
10. The incident is revisited after a period of monitoring to ensure there are no further problems.

The anti-bullying policy applies to all students on site and to students when they are travelling to or from Go Fish Education. It also applies when a student is taking part in any Go Fish Education - related activity. The policy will be implemented when bullying is reported to Go Fish Education and after any necessary investigation.

Parents are advised that the Police is the relevant point of contact for any threatening situations during weekends, evenings or holidays.

## INFORMATION ABOUT BULLYING FOR STUDENTS

What should I do if bullying is taking place?

- If you are being bullied or you know someone else is being bullied you should TELL SOMEONE. If it is urgent TELL the nearest adult. IF they do not listen, TELL SOMEONE ELSE, DON'T GIVE UP, IF YOU DON'T TELL, IT COULD GET WORSE.
- If you are being bullied, tell the bully to stop and that you dislike their behaviour.
- Tell your parents and in Go Fish Education tell your teacher or any other other adult that you trust
- If the person you want to tell is very busy, ask them when they can see you and spend some time with you.
-  Walk away from any dangerous situations and GET HELP.

## **You can help stop bullying by:**

- Being friendly towards people you know are being bullied, including them in discussions, games, break times and lunch times.
- Not laughing when someone is being bullied.
- Saying out loud that you don't like what is going on.
- Not joining in.
- Letting an adult know if you see someone else being bullied.

## **What will happen if you are found bullying other people?**

In every case the incident will be taken seriously and the responses can include some or *all* of the following:

- You will have to explain your behaviour to a member of staff.
- An account of what you have done will be written down and you will have to sign a copy.
- Your parents will be informed of the incident and may be invited into Go Fish Education to discuss the matter.
- You will have to apologise to the person you bullied.
- You will have to replace or repair any possessions you damaged.
- You will have to do something to improve things for the person you bullied. Depending on the severity of the bullying incident, you have been involved in, one or a combination of the following will apply:
  - You may be placed in a detention.
  - You may be placed on daily or weekly report or sign a contract detailing your apology and desire not to repeat your actions.
  - You may undergo a series of sessions reflecting on your actions.
  - You may be isolated from lessons for a limited period.
  - Those who persistently offend may be excluded from Go Fish Education for a fixed term or permanently.
  - You may have to explain your actions to the police if you assault another student.

*The way to make bullying stop is to **TELL** someone it is happening. It is **NOT** 'dobbing' or 'grassing'; it is finding an answer to a problem.*

## **INFORMATION ABOUT BULLYING FOR PARENTS**

Here are some useful things to look out for in victims of bullying.

- Regularly feeling sick or unwell in the mornings
- Reluctance to make the journey to and from Go Fish Education
- Money or possessions going missing
- Clothes or bag torn
- Wanting extra pocket money for no particular reason
- Unexplained cuts and bruises
- Taking different routes to Go Fish Education
- Unexplained behaviour changes e.g. moody, bad tempered, tearful
- Unhappiness
- Nightmares
- Not wanting to leave the house
- Reluctance to talk openly about Go Fish Education friends and playtimes

### **What should I do if I think my child is being bullied?**

- Calmly talk with your child about his/her experience.
- Make a note of what your child says – particularly who was said to be involved, how often the bullying has occurred, where it happened, and what has happened.
- Reassure your child that he/she has done the right thing in telling you about the bullying and that there is nothing wrong with him/her.
- Encourage your child to report any incidents of bullying to a teacher immediately.
- If your child is reluctant to do so make an appointment to see your Kerry Brown or Dylan Brown

### **We can only do something if we know there is a problem**

- Explain to the teacher the problems your child is experiencing.
- Do not encourage your child to hit back. It will only make matters worse. Such behaviour could be contrary to your child's nature.
- Should you contact the Go Fish Education we will offer as much help and support as we can. We can only support if it is aware there is a problem.

### **What should I do if my child is bullying other children?**

Many children may be involved in bullying others at some time or another. Often parents are not aware that their child is involved in bullying and may find it difficult to accept that their child could be involved. Therefore, here are a few suggestions to help.

- Talk with your child. Explain that what he/she is doing is unacceptable behaviour and makes other children unhappy.
- Discourage other members of the family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see Kerry Brown or Dylan Brown. Explain to them the problems your child is facing so that the team can help them stop bullying others.
- Regularly check with your child how things are going at Go Fish Education.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

### **The Go Fish Education Response**

The named contacts for anti-bullying are: Kerry Brown and Dylan Brown (Directors)

- We will promote positive relationships by showing, through our own behaviour, that it is better for everyone to respect and care for each other.
- We will promote an environment where children feel accepted and valued.
- We will promote anti-bullying strategies across the academic and pastoral curriculum.
- Staff will treat all allegations of bullying seriously and will investigate each incident.
- Kerry and Dylan Brown will work closely as a team and will monitor and track incidents occurring with students across year groups.



- Every effort is made to ensure that any sanctions are fair and appropriate and that they are applied in a non-humiliating, non-bullying way.
- Staff will watch for signs of distress in students. This might show itself as deterioration of work, late arrival for lessons, hanging back when the lesson is over, regular 'illnesses', isolation, wanting to be with adults rather than peers.
- If a student reports a bullying incident then it is preferable that they are seen in private and listened to away from other students. (Making sure that Child Protection procedures are adhered to.) See Child Protection Policy.
- Where appropriate teachers incorporate the anti-bullying message into their teaching.
- Staff should look for ways to encourage and praise students who care for and help others.
- Staff will be given opportunities for training in ways to deal with students who bully and those being bullied. Knowledge gained will be disseminated to all staff.

### **Out of Go Fish Education incidents**

Go Fish Education encourages parents to let them know of any incidents, so that the situation in Go Fish Education can be monitored. However, incidents out of Go Fish Education time where we would not have jurisdiction cannot be dealt with by us. We will pass on any concerns to parents of any children involved and will liaise with the police where the matter has been referred by parents to them.

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