



GOSDEN HOUSE SCHOOL ACCESSIBILITY POLICY

Gosden House School recognises and values the contributions that parents, carers, governors and other members of the community can make. We will endeavour to encourage the wider community to understand the aims and vision of the school and to involve them wherever possible.

GOSDEN ETHOS

At Gosden House School, we recognise each child and young person's unique experience. We seek to understand the motives, wishes and feelings behind behaviour because we know that all behaviour is communication. We aim to nurture connection, build healthy relationships and promote resilience to achieve success in the present and hope for the future

Provision of information in other formats

We will endeavour, wherever possible, to provide information in alternative formats when required or requested.


Examples of this are by using email, royal mail, enlarged print versions, audio tapes, translations, symbolled text.

Adequate prior notice would be required through the school office.

Accessibility to premises

To continue to ensure that the school building and grounds are accessible to the extended school community, pupils, staff, governors, parents and community members.

GOSDEN HOUSE SCHOOL ANTI-BULLYING POLICY


Date of original policy	June 2016
Original school author	Adam Meyersieck Emily Mainwaring
Review date and SLT initial	Jan 2019 AM EM
Next review date	Jan 2022
Date approved and signed in governing body meeting (if Applicable)	N/A
	Signed Head teacher Cindy O'Sullivan Date: 28 Jan 2019

Gosden House School Anti-Bullying Policy

"At Gosden House School, we recognise each child and young person's unique experience. We seek to understand the motives, wishes and feelings behind behaviour because we believe all behaviour is communication. We aim to nurture connection, build healthy relationships and promote resilience to achieve success in the present and hope for the future."

The Gosden House School Community is opposed to bullying and will not tolerate it. Bullying goes against the values and principles we work and live by. All members of our community have a right to learn and thrive in a secure and nurturing environment.

What is bullying?

What is bullying?	When is it bullying	Bullying is NOT
<p>A bully is someone who hurts another person by using behaviour meant to hurt, frighten or upset them. Bullying takes place when a behaviour is repeated frequently, and targeted at an individual.</p> <p>Bullying can be:</p> <p>Emotional: hurting people's feelings through manipulation or negative comments</p> <p>Physical: punching, kicking, spitting, hitting or pushing</p> <p>Verbal: teasing, name-calling</p> <p>Cyber: saying and sending unkind things by text, email, online</p> <p>Racist: calling someone names because of skin colour or ethnic background</p>	<p>It is bullying when it takes place:</p> <p>Several Times On Purpose</p> <p>It must</p> 	<p>When someone says or does something hurtful and they do it once. This might be rude but it is not bullying.</p>

Bullying is different from *random acts of aggression*, though these are often misinterpreted as *bullying*. However, we all recognise bullying can take place in school, out of school, online or via mobile phone.

Bullying may particularly focus on certain people and be:

- Racist
- Sexist
- Homophobic
- Focused on religion/deeply held beliefs

The school recognises the existence of bullying involving photo/video/texting and repeated, unwanted contact using mobile phones and other devices or media. It remains our school policy that pupils submit their mobile devices to school staff at the beginning of each school day.

Principles and aims

- Pupils have the right to learn free from intimidation and fear
- The needs of the victim are paramount
- We will not tolerate bullying
- Bullied pupils will be listened to and supported
- Reported incidents will be taken seriously and investigated
- We will provide a nurturing environment where students and staff feel able to report any incident of bullying, confident that a situation will be dealt with promptly, sensitively and effectively

Responsibilities

Staff

- Foster our pupils' self-esteem, self-respect and respect for others
- Demonstrate, by example, the high standards of personal and social behaviour we expect of our pupils
- Discuss bullying with all classes so every pupil learns about the damage bullying causes to (1) the child who is bullied and to (2) the bully, and the importance of telling a trusted adult about bullying when it happens
- Be alert to signs of distress and other possible indications of bullying
- Listen to pupils who have been bullied, take what they say seriously and act to support and protect them
- Immediately report (on the day) suspected/observed cases of bullying on CPOMS to the Designated Safeguarding Leads (DSLs)
- Follow up any complaint by a parent about bullying, and report back promptly and fully on any action that has been taken
- Use restorative approaches across the school, including activities designed to improve the social skills of victims and perpetrators, through appropriately working with others
- Ensure prompt arrival for start of lessons or duties to avoid pupils being unsupervised
- Be aware that pupils are at risk of being bullied during unstructured times, including
 - Transition between lessons
 - Break times
 - Lunch

Our School's Anti – Bullying Charter



This is the charter that the Anti-Bullying Champions have put together to inform you about what we do at Gosden House School.



We fill Buckets at Gosden House School.



We come here to learn and care for others.



We will be kind.



If we see a bully we will teach them how to fill buckets.



We are all different but we still need to fill everybody's



bucket even if they wear green socks.



We agree to try our best to make our school a happy and safe place to be.



Name _____

We will...





- Fill buckets
- Take care of people who are hurt
- Help people who need support
- Respect each other's property
- Be trustworthy

- Express ourselves in the best way possible
- Find a way to compromise
- Look after others who are feeling bad
- Be a positive person
- Work as a team
- Try and make people laugh
- Respect others when we have an empty bucket
- Be honest (tell the truth)
- Ask other if they are OK if they look upset





Our Anti-Bullying Charter

We ask our parents/carers to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
- Advising their children to report any bullying to their class teacher or other member of staff
- Advising their children not to retaliate violently to any form of bullying
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- Inform the school of any suspected bullying, even if they feel their child might be a perpetrator
- Co-operating with the school if their child is:
 - Accused of bullying
 - Being bullied
- Monitor their child's online and mobile activity

Responsibilities of All

Everyone should work together to combat and eradicate bullying

School Procedure for Dealing with Bullying

As a school, we will protect all students' right to feel safe, embrace new challenges, flourish, and develop life skills. This is achieved through a restorative and relational approach.

- All reports of bullying should be logged on the CPOMS system by the staff involved and, whenever possible, resolved by staff at the time of incident
- A restorative approach will be used by staff which may include any of the following actions:
 - Interview both the victim and the bully away from the class situation in a calm manner
 - Ensure the victim is confident that s/he has done no wrong and make clear to the bully how s/he has behaved unacceptably
 - Wherever appropriate we will arrange for:
 - *The victim and bully to meet together*
 - *The bully to acknowledge that the behaviour must not re-occur*
 - *The victim to accept and feel safe and reassured in the measures taken*
 - Inform the parents of both parties and arrange follow-up meetings as necessary
 - Inform staff of any incidents in regular briefings so both parties can be supported
 - Employ a range of strategies to best support the student(s) involved. This may include:
 - *Social Stories*
 - *Stop and Think sheets*
 - *Time-In with a trusted adult*
 - *Supportive discussions*
 - *Bucket filling*
 - *Mentoring*
 - *Anti-Bullying Week*

- When necessary, appropriate sanctions/consequences will be implemented in line with the Behaviour Support Policy and other Surrey County Guidelines including the involvement of police and other agencies involved with investigating serious bullying behaviour

Health & Safety

Maintaining the health and safety of everyone throughout the school is the priority. Normal health and safety guidelines are observed but where specific threats or dangers arise from bullying incident or potential incidents it is expected that a Specific Risk assessment will be undertaken relating to a threat.

Monitoring

- Monitoring will be carried out by the School Leadership Team (SLT) and Governing Body
- Incidents of bullying will be reported annually, as required, to Surrey County Council
- The relevant curriculum areas will be reviewed annually by Subject Coordinators in conjunction with the School Development Plan, and this policy will be reviewed annually
- When relevant, bullying issues may be discussed with parents each year at their child's annual review, and informally at consultation events
- Each year the school has an Anti-Bullying Week where pupils share their thoughts, views and feelings. During this week, a student-led working party will review and update the Student Anti-Bullying Brochure

Links to other policies

- This policy should be read in conjunction with other school policies including:
 - Behaviour Support
 - Child Protection and Safeguarding Policy
 - Staff Code of Conduct Policy
 - Complaints Policy
 - Equal Opportunities Statement
 - Online and Digital Safety Policy
 - Health and Safety Policy
 - Record Keeping Policy

This policy will be reviewed annually and updated every three years