



	<p>We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.</p> <p>The aim of the anti-bullying policy is to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied.</p>
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	<p>Designated Safeguarding Lead (DSL)</p> <p>GSAL SLT and Education Governor's subcommittee</p> <p>August 2023</p> <p>August 2024</p>
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	<p>August 2022</p> <p>September 2021</p>
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	<p>Internal/External</p> <p>All staff/parents/visitors</p>
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cultural, sexual, gender, homophobic, biphobic, transphobic, verbal, cyber, special educational needs, disability, or for reasons of race, religion, ethnicity, age, sex, gender, gender identity, gender expression, or sexual orientation. Bullying will not be tolerated. Nor will emotional bullying (by excluding, tormenting or spreading malicious rumours), a hate incident and/or which focus on physical, emotional or intellectual difficulties/disabilities or physical attributes (such as hair colour or body shape). Bullying on the basis of protected characteristics is taken particularly seriously.

Any behaviour that a reasonable bystander would say was intended to hurt or upset the victim is wrong and could constitute bullying, including complicity that may fall short of participating directly in the bullying. It is no justification that the perpetrator says or believes that the victim is not upset or hurt by their actions or words.

Students can also anonymously report bullying via the 'REPORT IT!' box situated outside the library in senior school or via the electronic 'REPORT IT!' button on GSAL World.

Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the

- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important
- If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options. DON'T STAY SILENT
- If your child is a victim, assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- TRY to be co-operative with our school and not be aggressive.
- Without a good working relationship between parents and the school, the situation could deteriorate, which won't help you or them
- ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/carers and our school

The whole school community is responsible for reviewing this policy annually to assess its implementation and effectiveness as well as reviewing all recorded incidents to ensure the effectiveness of the approaches adopted and identify any patterns. The policy will be promoted and implemented throughout the school.