



Anti-Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in the school.

Our pupils

Some of our children are dyspraxic and some have ASC; some of our children have speech, language and communication needs, all of which can leave a child uncertain how to interpret body language and facial expressions – this can leave a child with unclear understanding of the boundaries of bullying.

Bullying definition

Deliberately hurtful behaviour either physically or emotionally, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It is often aimed at certain groups of people for example because of race, religion, gender or sexual orientation. There are several forms of bullying and it can include:

- Physical (hitting, kicking, theft)
- Teasing
- Making Threats (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyberbullying – bullying via mobile phone or online (for example email, social networks and instant messenger)

Helping the victims of bullying

If we can identify those who are likely to be bullied or who are in the early stages of victimisation we should try to minimise the characteristics that might make them susceptible, they are likely to be:

- **Passive** – unassertive in a group
- **Provocative** – drawing unwelcome attention through inappropriate behaviour or speech

Victims must be encouraged to say “no” when under pressure from bullies and above all to tell an adult straight away. Once a victim has been identified it is essential that channels of communication are kept open.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying to a teacher.

The signs of a bully

These may include:

- Bragging or overconfident showing off
- Assertive tendency to shout down or intervene in class or group
- Tendency to make comments and snigger
- Inclination to gather a “gang”

All staff and volunteers must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

The school has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps will be taken when dealing with incidents.

If bullying is suspected or reported:

- The incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded by the relevant adults on CPOMS, the Headteacher and DSL will be alerted along with the Class or Form teacher.
- The Headteacher or DSL will interview all concerned and will update the incident on CPOMS
- Class/Form teachers and the child’s one-to-one teacher will be kept informed
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Pupils who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with a class/form teacher and their one-to-one teacher or member of staff of their choice (being aware that some children with speech, language and communication difficulties may find this difficult and may need support)

- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Offering a referral to the ELSA or Play/Creative Arts Therapist if appropriate
- Providing contact with one of the Diana Award antibullying ambassadors

Pupils who have bullied will be helped by:

Discussing what has happened (being aware that some children with speech, language and communication difficulties may find this difficult and may need support)

- Discovering why the pupil became involved
- Establishing the wrongdoing and the need to change
- Informing parents or guardians to help change the attitude of the pupil
- Offering a referral to the ELSA or Play/Creative Arts Therapist if appropriate
- Providing contact with one of the Diana Award antibullying ambassadors

The following disciplinary steps will be taken:

- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- If all else fails – permanent exclusion

A report of all bullying incidents is kept within the CPOMS system. Each incident is held securely for each student to allow for confidentiality when reporting to parents and names can be redacted on reports.

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHCE, class time discussions, assemblies and subject areas, as appropriate, to prevent such behaviour. There will be promotion of the national anti – bullying week each November. There are trained antibullying ambassadors who will work to support their peers, and they will be part of the review of procedures. Regular questionnaires will be undertaken to survey all members of the school community.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Name: Alex Foster

Position: Acting Headteacher

Signed: 

Date: November 2023

Name: Ann-Marie Martin

Position: Designated Safeguarding Lead

Signed: 

Date: November 2023

Name: Matthew Small

Position: Governor with responsibility for safeguarding

Signed: 

Date: November 2023

Date of next review: September 2024