

Anti-Bullying Policy

Related Policies:
Behaviour Policy
Safeguarding Policy
Health and Safety Policy
E-Safety Policy

Bullying in any shape or form will not be tolerated as it is entirely contrary to the values and principles by which we operate. Both staff and young people have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Mission Statement

Our mission is to enable young people with Autism and other needs to reach their full potential by building resilience and removing social and emotional barriers to educational achievement. The school actively promotes positive interpersonal relations between all members of the school community and is committed to creating a safe environment in which everyone is appreciated for themselves, and in which care and consideration for others is a key factor.

Our Principles

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Schools will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

Definition of Bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014)

Bullying can include: name calling, mocking, making offensive comments; physical attack; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. The same inappropriate and harmful behaviours expressed via any digital devices (cyber bullying) are also included in the definition of bullying

Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, age or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).

Anti-Bullying Policy

- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual, transgender and homophobic bullying.
- Bullying via technology –“cyber bullying”

Peer on Peer Abuse

Peer on Peer abuse of any kind, including but not limited to harassment, sexual violence, sexting, physical aggression, and bullying will not be tolerated at Wolfdale School. In 2019 *Upskirting* was added to the list of definitions of Peer on Peer abuse. Upskirting typically involves taking photographs under another’s clothing with the intention of viewing genitals or buttocks for the purposes of obtaining sexual gratification or to cause humiliation, distress or alarm in the victim. This behaviour like other forms of peer on peer abuse will not be tolerated. Whilst Wolfdale School acknowledges that the students we typically work with can display challenging behaviour, the aim is to modify individual’s coping strategies and behavioural response(s). Behaviour manifesting as abuse of peers will not be tolerated and must not be excused as being symptomatic of the difficulties students at Wolfdale School face. Staff will acknowledge that the victims’ needs are paramount and in initially responding to a report of peer on peer abuse will ensure the victim is safe, appropriately supported, and make a record of the issue as it occurred (Information sheet, Incident Report, Cause for Concern sheet). Information reported should be passed to Designated Safeguarding Lead who will then plan the next course of action in line with local authority guidance and government legislation. Support will also be provided to the perpetrator, as per the wider Anti-Bullying Policy to ensure there is opportunity to reflect upon and modify the behaviour displayed.

Preventing, identifying and responding to bullying

The Responsibilities of Staff

- Foster in our pupil’s self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Maintain professional standards when communicating or interacting with both colleagues, students and visitors.
- Understand that communication between 2 people may impact upon a 3rd without specific intention to do so.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of abuse, distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Head of School.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.

Anti-Bullying Policy

- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Involvement of Pupils

We will help our pupils to:

- Have the confidence to resist peer pressure attached to bullying, even at the risk of incurring temporary unpopularity.
- Express worries and anxieties about bullying.
- Be involved in anti-bullying campaigns
- Offer support to the pupil who is being bullied and also help bullies to address their behaviour.
- Have the confidence to report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Be aware of the sanctions that may be applied against those who bully

Involvement of Parents

We will assist parents in:

- Identifying signs of distress or unusual behaviour in their children which might be evidence of bullying.
- Identifying who to contact if they have concerns about bullying
- Advising their children not to retaliate violently to any forms of bullying but to report it to staff
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- Working with the school to address issues outside school

School community responsibilities

It is the responsibility of:

- The Head of School to take a lead role in monitoring and reviewing this policy in conjunction with HR and Learning Manager.
- The Directors and all other staff to be aware of this policy and implement it accordingly.
- The Head of School to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Adherence to this policy forms part of the contractual terms and conditions for all staff.
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy

Anti-Bullying Policy

The Head of School, the lead for bullying, and Designated Safeguarding Leads (DSL) will report on a regular basis to the Directors, on incidents of bullying and outcomes. The Head of School, and DSLs will ensure that, on behalf of the school, regular monitoring and evaluating mechanisms make certain that policy is being consistently applied. Any issues identified will be reported to the Directors and incorporated into the school's action planning.

Dealing with Incidents

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with in the first instance by the member of staff who has been informed, or, in instances where they are unable to deal with it themselves; will refer the matter to the named lead.
- A clear and precise account of the incident will be recorded and given to the Head of School, or DSLs who will investigate.
- The Head of School or DSLs will arrange for all incidents to be formally recorded on the Anti-Bullying log - See Appendix A
- All relevant staff will be kept informed.
- When responding to cyber bullying concerns, the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school policy.
- Parents/carers will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned
- To support with the physical and mental health of those affected by the incident, where appropriate the school will refer to the GP and / or mental health services or seek general health and therapeutic support from the relevant external services.
- If necessary and appropriate, the police or other local services will be consulted

Supporting Pupils

Pupils who have been bullied will be supported by:

- *Offering an immediate opportunity to discuss the experience with a member of staff of their choice*
- *Reassuring the pupil and providing continuous support*
- *Restoring self-esteem and confidence*
- *Working with the wider community and local/national organisations to provide further or specialist advice and guidance*

Pupils who have bullied will be helped by:

- *Discussing what happened and establishing the concern and the need to change*
- *Informing parents/carers to help change the attitude and behaviour of the child*

Anti-Bullying Policy

- *Providing appropriate education and support*
- *If online, requesting content be removed and reporting account/content to service provider*
- *The application of sanctions in line with school policy.*
- *Speaking with police or local services*

Continuous Professional Development of Staff

Staff will attend regular training to ensure that they recognise the early signs of bullying and the correct procedures to follow. Training sessions will give staff the tools to overcome bullying behaviour within our establishment.

MONITORING AND REVIEW

All Wolfdale School Policies are reviewed annually.

Sources of Support and Guidance

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Beat Bullying: www.beatbullying.org

Childline: www.childline.org.uk

DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and

"Supporting children and young people who are bullied: advice for schools" March 2014:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

DfE: "No health without mental health": [https://www.gov.uk/government/publications/no-health-without-](https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy)

[mental-health-a-cross-government-outcomes-strategy](https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy)

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Review Date: April 2018

Next Review Date: April 2019

Anti-Bullying Policy

Version Control

Version no	Revision Date	Approved by	Circulation
1	Created March 2017	Directors	Office copy / school website
2	July 2017	HR and Learning Manager / Head of School	Office Copy / school website
3	September 2017	HR and Learning Manager / Head of School	Office Copy / school website
4	April 2018	HR and Learning Manager / Head of School	Office Copy / school website /email to all staff
5	June 2019 Addition of Peer on peer abuse, changes to terminology and responsibility for responding to bullying	Not approved as further revision in July 2019	Not circulated as further revision in July 2019
6	July 2019 Edit to Peer on peer abuse with addition of <i>Upskirting</i>	Pending - HR and Learning Manager / Head of School	Pending - Office Copy / school website /email to all staff

Anti-Bullying Policy

Appendix A

Anti-bullying - Incident Log

Reported By:	Role:
Date of Incident:	Time of incident:
Location of incident:	
Impact of incident on student:	

Details of other Staff / Adults involved (other than person who made report to Head of School):

Name:	Role/Position:	Nature of involvement:
1.		
2.		
3.		

Details of students involved:

Anti-Bullying Policy

Name of child	Gender	Age	Ethnic Origin	In Care Y/N	SEN	Role in incident e.g: ringleader, outsider, reinforcer, assistant, defender, victim	Level of involvement 1=very involved 2=involved 3=slightly involved 4=only child directly involved
1.							
2.							
3.							
4.							

Bullying incident related to: (tick all that apply)

Race	Disabilities	Gender	Age	Appearance	Health Condition	Sexual Orientation	Religion/Culture	Other - specify

Forms of bullying used: (tick all that apply)

Physical Aggression	Deliberately Excluding	Name Calling /Teasing	Cyber Bullying	Damaging /Taking personal possessions	Verbal Threats	Spreading Rumours	Extortion	Other - specify

Frequency and duration of bullying behaviour:

Once or Twice	Persisting over 2 months	Several times a week	Persisting for more than a year

Anti-Bullying Policy

Other notes on incident: including relevant previous behaviour

Checklist:

(tick as appropriate)

Does incident involve same person?

Have parents/carers been notified?

Had individual discussions with all?

Had group discussion with all involved?

Has a follow up date been set?

Has action been agreed with victim?

Has action been agreed with perpetrator?

Are notes and comments attached?

Other actions:

Anti-Bullying Policy

Medical treatment required?

Police involvement?

Report to directors?

Referral to other agencies?

Specific report from staff attached?

Other?

Details of actions agreed with everyone involved - including parents and carers where appropriate:

Follow up review dates and interventions:

Completed by:

Role:

Date:

Anti-Bullying Policy

Checked by:

Role:

Date:

Outcome of follow up and further actions taken:

Has the bullying stopped? yes no

Describe any other outcomes, who was involved and when they occurred: