



Anti-Bullying Policy

Author	Written / Reviewed	Passed by Governors	Next Review
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The policy is available

- On the staff shared area
- On the school website

This policy reflects the values and philosophy of Shenstone Lodge School in relation to Bullying and applies across both sites.

It sets out a framework within which teaching and non-teaching staff can operate, and gives guidance on prevention, responding to bullying behaviour, and supporting bullies and their victims.

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. Bullying of any kind is unacceptable at our school.

The School also recognises that it must 'take note of bullying perpetrated outside School which spills over into the School'. Under powers granted by the EIA 2006, the Head is able to police any aspect of bullying carried out by pupils off site and even at home.

Definition

There is no legal definition of bullying however it is defined as

"behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally" by the DfE and our school.

Anyone has the potential to be a target or perpetrator of bullying.

The four main types of bullying are:

- Physical – such as, hitting, kicking, shoving, theft;
- Verbal – such as , threats, name calling, shouts of abuse or insults, using threatening language;
- Emotional – such as , spreading rumours, being excluded from groups, intimidation.;
- Cyber-bullying – such as nasty text messages, emails, phone calls, via social media and the wider use of technology.

Bullying can be fuelled by prejudice based on any of the following:

- Race (racist bullying);
- Religion or belief;
- Culture or class;
- Gender (sexist bullying);
- Sexual orientation (homophobic or biphobic bullying);
- Gender identity (transphobic bullying);

- Special educational needs or disability (SEND);
- Appearance or health conditions;
- Related to another vulnerable group of people.

Bullying is **not** when two people have a disagreement or fall out over something, it is 'the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.' (Anti-Bullying Alliance) Such abuses of power, if left unchallenged, can lead to more serious forms of abuse, such as domestic violence, racial attacks, sexual offences and self-harm or suicide.

Our Aims

Aims
To ensure that young people feel safe secure and happy in a caring environment
To encourage the school community to challenge bullying behaviour and to advocate openness.

Our staff will

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

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- 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.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

We ask our parents 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, classroom assistant or Head of School and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying
 - Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

Preventing Bullying

The school makes strenuous efforts to prevent bullying behaviour. High levels of staff support and almost constant supervision of pupils is a key prevention strategy.

In addition, we address issues of bullying in the academic and pastoral curriculum by raising pupil awareness of acceptable and unacceptable behaviours, knowing who and how to tell and developing pupil confidence and social skills. These messages are delivered through specific lessons and assemblies.

The school also uses internal and external providers to deliver awareness raising programmes..

Survey/questionnaires distributed to pupils, parents and whole school staff help the school to monitor the general feelings of student and whether or no they feel safe.

Pupils have access to staff and to external agencies such as child line, and for residents the independent visitor if they wish to discuss bullying incidents or concerns.

Procedures

Staff are aware of anti bullying policy and act accordingly.

Staff are aware of bullying behaviours and should respond to pupils engaged in such.

Bullying incidents will be recorded on a central log (behaviour watch) monitored by the senior leadership team and reported to governors.

Dependent upon the precise nature of the bullying incident, a range of actions may be taken which could include loss of free time, detention or internal separation from group, parents informed, parent meeting requested and for persistent bullying fixed term exclusion may be appropriate.

School aims to support both the victim and perpetrator by offering opportunities for discussion, reflection and modelling. Consideration will be given to how we address specific issues with those pupils who may have neurodevelopmental or diagnosed conditions (such as autism).

If a parent/ carer feels as though an incident of bullying has been dealt with unsatisfactorily they can take the issue to a member of the school Senior Management Team and/or the Head of School. If concern remains then a letter outlining the issues can be sent to the Executive Head Teacher and then the Governing Body (via the school), for appropriate attention.

This policy links to the Safeguarding Policy and the Cyber Bullying Policy