



ANTI-BULLYNG POLICY

Our Vision

Nurture – Inspire - Thrive

Our Mission

Valuing and developing the potential in everyone

In support of the Enable Trust

Vision

Achieving More Together

Mission:

Working together passionately to achieve the best outcomes for our SEND children and young people

Reviewed by:	Chris Walker (HT) Sarah Holt (DHT)
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Ratified by:	Local Governing Body
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Related Policies:	ET Exclusion Policy ET Safeguarding policy Behaviour Policy
Chair of Trust/Governor Signature:	<i>G.H. Edgington</i>
Equalities Impact Assessment date:	

Introduction

The Enable Trust, Local School Governing Board and staff at Culverhill School seek to create a school environment which encourages and reinforces positive behaviour and mutual respect for all. It acknowledges that if pupils and staff feel safe and secure this will have a positive impact on teaching and learning.

All pupils who attend Culverhill School have an Education Health & Care Plan due to their complex communication, learning and sensory needs. As a result, there is an increased likelihood that some pupils will display some form of distressed behaviour during a typical school day. This policy therefore seeks to provide staff and other key stakeholders with clear guidelines for positive behaviour support.

Through positive behaviour support, the curriculum, individual educational programmes, all pupils, whatever their disability, are supported to access all aspects of the school community.

It is important to remember that challenging behaviour is not a category of behaviour with a single cause, but comprises of a range of behaviours with a variety of possible causes. Some of the most common underlying conditions which can lead to challenging behaviour in our pupils are: Attachment needs, Adverse Childhood Experiences, unmet sensory needs, difficulties in accepting difference, difficulties in emotional literacy and difficulties in social communication.

ANTI-BULLYING POLICY STATEMENT

Bullying will not be tolerated at Culverhill School. Preventing bullying including online bullying, disability-related bullying, homophobic, sexist related bullying, is important here at Culverhill. All staff and Governors regard bullying as a serious matter. Whenever incidents of bullying occur they will be addressed by staff on duty. Details of incidents will be recorded on CPOMS which all staff know how to do.

Senior management and governors will endeavour to provide relevant training for all staff to ensure they are able to deal with bullying effectively. The Headteacher and Senior leadership Team will monitor all incidents and ensure governors are kept fully informed as to the extent of bullying and to it being dealt within the school. Whenever the Headteacher deems it necessary, parents will be informed immediately of incidents.

Aims

- To demonstrate that Culverhill School takes bullying seriously and it will not be tolerated
- To take measures to prevent all forms of bullying in and around school and during offsite activities
- To support anyone involved to identify and protect those who may have been bullied
- To demonstrate to all that safety and happiness of pupils is enhanced by dealing with bullying effectively

What is bullying?

- Bullying is seen as the wilful, conscious desire to hurt, threaten or frighten another person.
- It is a form of aggressive or insulting behaviour that intentionally hurts or harms
- It is invariably persistent, sometimes continuing for weeks, months or even years
- An underlying feature is an abuse of power and a desire to dominate or intimidate
- It is difficult for those being bullied to defend themselves
- It is behaviour that can be subtle or covert

- It undermines self-esteem
- It affects attitudes to and performance in school
- It can lead to serious and prolonged distress and long term damage to social and emotional development
- Bullying and harassment may be misconduct that is physical, verbal or non-verbal, e.g. by letter or e-mail, through text or social media or by act.
- Bullying behaviour can often indicate that the child bullying has at some point been a victim of bullying or abuse in their life.

Bullying can be:

- Low-key – such as name-calling, which can escalate if the bully finds that bullied pupils respond in a particular way
- Physical – hitting, kicking, taking or damaging belongings
- Verbal – name-calling, insulting, repeated teasing racist remarks or threats
- Psychological – spreading nasty rumours, exclusion from groups, moving away as a person approaches, leaving notes, failure to speak to or acknowledge a person
- Technological – through the use of mobile phones and the internet – the use of threatening or frightening mobile phone text messages, photographs or video and internet messaging.
- Social – alienating, leaving people out, peer pressure.

STAFF GUIDELINES ON DEALING WITH BULLYING

A member of staff **MUST** take action after witnessing bullying. Whilst appreciating staff's individual personalities, status, pupils involved, venue of incident etc., there follows a list of suggested options for dealing with the situation.

- Remain calm; you are in charge; reacting emotionally may add to the bully's fun and give the bully control of the situation.
- Take the incident or report seriously.
- Take action as quickly as possible and seek to investigate the alleged incident.
- Think hard about whether your action needs to be public or private; who are the pupils involved? Nature of the incident? Type of resolution required? Seek a member of SLT or your line manager for advice.
- Reassure the victim(s); do not make them feel inadequate or foolish.
- Offer concrete help, advice and support for the victim(s).
- Make it plain to the bully you disapprove.
- Encourage the bully to see the victim's point of view.
- Where appropriate perpetrators of bullying will participate in bespoke group work.

2. The member of staff dealing with an incident of bullying will:

- Analyse the incident and attempt to find ways of preventing a recurrence of the incident if the 'trigger factor' is discovered.
- Inform colleagues as appropriate - senior leadership, teachers and staff involved with those pupils.
- Always record on CPOMS as appropriate and alert the relevant members of staff.
- Send a letter home or inform through a phone call if approved by senior leadership.
- Ensure parents of involved parties are contacted.

- An appropriate consequence will be used for bullying behaviour whenever deemed appropriate. This could be a detention or an internal exclusion or another one as chosen by the member of staff dealing with the bully.
- Where appropriate perpetrators of bullying will participate in bespoke group work or individual education/behaviour plans.

With all schools, there is the opportunity for bullying activities out of sight of staff members. Pupils are educated and encouraged to feel confident to be able to disclose about bullying with the knowledge something will be done about it. All staff will remain objective and endeavour to report any concerns where clarity can be sought about an incident.

Staff are vigilant to different areas in school and times of the day where there is the potential for bullying.

We make sure that adequate supervision arrangements are in place, particularly at times when bullying is more likely to take place such as break times and lunch times.

Duty staff patrol all areas across the school during these times. Groups of pupils are never left unattended in classrooms.

Teachers arrive at lessons on time and are well-prepared. The topic of bullying is incorporated into our PSHE curriculum.

Staff, pupils and parents and carers are encouraged to take collective and individual responsibility for preventing and responding to bullying

Supporting the Pupils

The school will:

- Make it clear that bullying will not be tolerated.
- Support pupils who stand against bullying activities.
- Make itself available to give advice and strategies to victims in the form of assertiveness skills and social skills.
- Attempt to combat bullying through a multifarious approach of strategies:-
 - The curriculum (school)
 - Behaviour Management Policy
 - School Council
 - Staff should be encouraged to further awareness of the topic of bullying by reading/consulting publications available at the school.

As part of their strategies to prevent bullying adults need to:

1. Celebrate differences between individuals and talk about those differences.
2. Listen to children.
3. Act fairly.
4. Raise children's self-esteem.
5. Be assertive, not aggressive.
6. Act immediately.
7. Examine own attitudes.
8. Be aware of different perspectives.

SILENCE AND SECRECY UNDERMINES THE POWER OF THE SCHOOL AND AFFIRMS THE POWER OF THE BULLY.

TO BE SEEN TO ACT IS AS IMPORTANT AS TAKING ACTION.

SILENCE NURTURES BULLYING

END.

DRAFT