



## ANTI-BULLYING POLICY

<b>Policy Owner</b>	<b>Bridge Short Stay School</b>
<b>Last reviewed on</b>	<b>December 2020</b>
<b>Approved by Management Committee</b>	<b>January 2021</b>
<b>Next Review Date</b>	<b>September 2021</b>

## BRIDGE SHORT STAY SCHOOL

### Anti Bullying Policy

#### RATIONALE

***Bullying is an anti-social behaviour which can affect staff and pupils and may result in mental, emotional and physical abuse. It is not acceptable and will not be tolerated in the PRU. Every child and young person has the right to be safe and feel safe and to work in an environment of mutual trust and respect. All staff shares the responsibility to safeguard and promote the welfare of all our pupils. We share an objective to help keep children and young people safe by providing an environment where they feel valued and respected, comfortable, relaxed and secure. We recognize our responsibility to safeguard and promote the welfare of our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying. We are vigilant in identifying children and young people who are suffering or likely to suffer significant harm, and take appropriate action with the aim of making sure they are kept safe both at home and in the education setting.***

#### PURPOSES

- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Ensure children and young people are safe and feel safe
- Ensure that children and young people are growing up in circumstances consistent with the provision of safe and effective care
- Prevent the impairment of children and young people's health or development
- Ensure all children and young people have a right to be free from all forms of abuse and/or exploitation
- Ensure that all children and young people have equal rights to protection from harm
- Protect children and young people from maltreatment
- Ensure that everybody recognizes their responsibility to support the care and protection of children and young people in the PRU
- All management committee, teaching and non-teaching staff, pupils and parents/carers have an understanding of what bullying is and what they should do if bullying arises
- Pupils and parents/carers are assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

#### Scope of Policy

- Bullying of pupils by pupils within the PRU
- Bullying of staff by pupils within or outside the PRU
- Bullying of and /or by pupils outside of the PRU, where the PRU is aware of it.

Where bullying behaviour outside the school is reported to school staff, it will be investigated and acted upon. This may include:

- Notifying the police where behaviour is believed to be criminal
- Notifying Social Services, Local Authority Designated Person or other relevant agencies/partners (see Safeguarding)
- Notifying the mainstream school if the P.R.U. believes their behaviour policy, code of conduct is different from this policy. .
- Call a multi agency meeting to further investigate/probe the initial incident as well as
- Contextual / social circumstances.
- Disciplinary actions and sanctions in accordance with unit behaviour policy.

***Parents/carers and pupils should be aware that under new powers, schools may discipline a pupil in response to all non criminal bad behaviour and bullying which occurs anywhere off the school premises which is witnessed by a member of staff or is reported to the school. This may include:***

- Any misbehaviour when the child is:
  - Taking part in any school-organised or school-related activity or
  - Travelling to or from school or
  - Wearing school uniform or
  - In some way identifiable as a pupil at the school
- Or misbehaviour at any time, whether or not the conditions above apply, that:
  - Could have repercussions for the orderly running of the school or
  - Poses a threat to another pupil or member of the public or
  - Could adversely affect the reputation of the school.

All allegations about bullying of pupils by staff will be dealt with in accordance with our procedures for reporting allegations – Complaints procedure and contacting Local Authority Designated Officer (LADO)

This anti-bullying policy is linked with the following policies

- Safeguarding
- Child Protection
- E-safety
- Acceptable use policy
- Whistle blowing

**What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional -being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical -pushing, kicking, hitting, punching or any use of violence
- Racist -racial taunts, graffiti, gestures
- Sexual -unwanted physical contact or sexually abusive comments
- Homophobic -because of, or focusing on the issue of sexuality
- Verbal -name-calling, sarcasm, spreading rumours, teasing
- Cyber -all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging & calls misuse of associated technology , i.e. camera and video facilities
- Prejudice because of religion, culture, disability, or because of shape, size or looks

## **GUIDELINES**

- Staff will discuss “What is Bullying” and the PRU’s policy with pupils and make sure that they know what to do if they are victims of bullying
- Pupils will be encouraged to share strategies to prevent bullying, e.g. a buddy system
- All concerns will be taken seriously and investigated
- Staff will be alert to the signs of bullying
- Staff and pupils will be encouraged to report bullying
- Parents/carers will be encouraged to report concerns regarding bullying and will be given procedures prior to admission (P.R.U. brochure)
- Staff will follow the PRU procedures in dealing with the person being bullied
- Staff will have strategies to help pupils who are bullying to understand and change their behaviour

Steps for reporting Bullying and procedures if it continues - Self referral by pupil or concerned person:

- Meeting with teacher or preferred person – discussion – way forward
- Discussion with all parties – records kept – parents/carers informed
- Referred to Headteacher – detailed record kept – suggested actions/strategies followed
- Referral to external agencies

## **Support**

Pupils and staff who have been bullied will be supported by:

- Giving them opportunity to discuss the incident/s
- Giving reassurance that the bullying is being addressed

- Offering an open door for support to restore confidence
- The use of specialist support, if needed or requested

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why they became involved through individualised learning - SEAL
- Understanding and discussing ways to improve and change their behaviour
- Working with parents/carers to help change the attitude of the pupil
- The use of specialist interventions, and referrals to other agencies where appropriate

## Sanctions

- Warnings
- Exclusion from certain areas of the building
- Exclusion from rewards
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Parents who are concerned about bullying should do as follows

- Resolve through discussion with the Headteacher
- If a parent is still unhappy after discussion, they may follow the formal complaints procedure
- Where the bullying takes place outside the PRU, parents will be asked to work together with staff in addressing their child's behaviour
- Referral of the family to external support agencies will be made where appropriate.

Preventative measures

- Effective Anti bullying policy
- Raise awareness through the curriculum, pastoral time, school council
- Schemes of work which develop empathy and emotional intelligence (SEAL)
- Participate in national and local initiatives
- Pupils actively involved in producing 'Code of Conduct'
- Displaying 'Code of Conduct' in classrooms and corridors
- Incidents treated seriously and dealt with immediately

The Headteacher

- Will be responsible in implementing the policy and will be the link person with the LA
- Will present an annual report to the Management Committee, with information regarding, reported concerns, pupils involved, actions taken and outcomes
- Review the Policy annually.

Help Organisations:

Advisory Centre for Education (ACE)	0808 8005793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents helpline	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
CEOP	<a href="http://www.ceop.gov.uk">www.ceop.gov.uk</a>