


ANTI-BULLYING POLICY

This policy has been reviewed on April 2017 and has been impact assessed in the light of all other school policies and the Equality Act 2010.

Review date	Signed (Chair of Governors):
3.7.17.	

Introduction

Alfreton Park Community Special School are committed to providing a caring, friendly and safe environment for all of our pupils and staff to enable them to learn and work in a relaxed and secure atmosphere.

We promote an understanding across the school community that bullying is unacceptable and action will be taken against it. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Any racist incidents must also be reported. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. We recognise that children must be able to express their worries or concerns knowing that these will be taken seriously and that the appropriate support will be given. Pupils will be given the resources necessary in order to facilitate this communication.

We realise that in any school community there will be disagreements between pupils which may result in verbal or physical aggression. Such incidents will be addressed initially through the provisions of the school's Behaviour Policy and will be avoided, wherever possible, through recognition and understanding of individual Behaviour Plans.

Definition

We define bullying as follows:

A pupil, or a group of pupils, physically, verbally or psychologically causing distress to another pupil, or a group of pupils over a period of time.

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 e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

We recognise that bullying is often covert and can be sustained over a period of time, but all incidents will be dealt with individually and with due regard to the particular set of circumstances and individuals involved.

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying and as such, Alfreton Park Community Special School is committed to participate in the National annual Anti-Bullying Week and



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also throughout the year is included in the PSHCE curriculum throughout the school detailed later in this policy.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

Pupils who are being bullied may show changes in behaviour such as:

- Becoming shy and nervous
- Feigning illness
- Taking unusual absences
- Clinging to adults
- Changes in work patterns or lacking concentration.
- Anxious about going on the school bus.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Is frightened to share what is wrong.
- Is nervous and jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention

We always promote the highest expectations of behaviour, self-respect and resilience towards others. Through a Personal, Social and Health Education and Citizenship programme, assemblies, circle time and school council opportunities are planned specifically to enable pupils to talk about issues surrounding bullying. They are given clear guidance on what constitutes bullying and through discussion, stories, art, drama and curriculum opportunities are given the chance to rehearse strategies for dealing with bullying.

Pupils are always encouraged to speak to someone about their worries, and advised that they should tell someone at home, their teacher, another adult in the school, a friend or older pupil.

A report of bullying will be listened to, discussed and a way forward agreed.

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Sanctions

Sanctions should be used where bullying is proven. We will operate the sanctions by:

1. Making it clear that we disapprove of bullying.
2. Explaining clearly the punishment and why it is being given.
3. In many incidents:
 - a reprimand may be sufficient
 - parents will be informed
 - free time or privileges may be withdrawn
 - loss of free time over a longer period
 - involvement of outside agency support
4. In very serious cases, a pupil may be excluded. This will involve the parents and Governors.

Liaison with parents and carers

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for our pupils.

Links with other school policies and practices


This Policy links with a number of other school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaints Policy
- Safeguarding and child protection policies
- Confidentiality Policy
- e-Safety (Online Safety) and Acceptable Use Policies (AUPs)
- Curriculum Policies such as PSHE and citizenship and computing
- Acceptable use of the Internet and Electronic Communications
- Safer Working Practices Guidance

Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010

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- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

The named Governor with lead responsibility for this policy is: **Francine Franklin**

The named member of staff with lead responsibility for this policy is: **Katie Turner**

Monitoring & review, policy into practice

This policy was approved by the Governing Body on: 24/04/2017

This policy will be monitored and reviewed on: April 2020

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Signed

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Chair of Governors

Date 3.7.17.

Signed

Headteacher

Date

