

ANTI-BULLYING POLICY

Background

Our Aim

Our aim is to actively work towards student reintegration into mainstream school or reintegration into their next appropriate step. The objective of our interventions is to move the student to a level, socially, emotionally and educationally, where they are better placed to achieve academically. We provide opportunities for students to follow accredited courses including GCSE's, Functional Skills, AQA Unit Awards and the King's Trust Achievement Award.

To move the quality of education from good to outstanding Just Learn has adopted the Sean Allison and Andy Tharby's pedagogical approach Making Every Lesson Count. The six interconnect pedagogical principles provide a framework for great teaching, explanation, modelling, deliberate practice, questioning and feedback. This clear framework gives staff a common language when planning and delivering lessons and provides a focus when assessing the quality of teaching and learning. Ultimately our teaching and learning model attempts to create an effective learning environment.

Our Ethos

Our school has an inclusive ethos that supports the learning and wellbeing of all students. We provide a restorative experience of education within a structured and safe environment. Teaching staff and support staff model positive relationships and there is an emphasis on the development of language and communication skills and a focus on social and emotional behaviour.

Some students have an increased risk of abuse, and additional barriers can exist for some students with respect to recognising or disclosing it. We are committed to anti-discriminatory practice and recognise student's diverse circumstances. We ensure that all students have the same protection, regardless of any barriers to learning they may face, preventing the impairment of student's mental health and physical health. We strive to ensure that students grow up in the circumstances and environment consistent with the provision of working together to safeguard children in education.

1. Statement of Intent

Our school is committed to providing a caring and safe environment for all students so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all students should feel able to tell and know that

incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to inform school staff.

What is bullying?

Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, which hurts or harms.

Examples of bullying can be;

Verbal	name-calling, sarcasm, spreading rumours, teasing.
Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
Physical	pushing, kicking, hitting, punching or any use of violence.
Racial	racial taunts, graffiti, gestures.
Sexual	unwanted physical contact or sexual abusive comments.
Homophobic	because of or focusing on the issue of sexuality.
Cyber	all areas of the internet, such as email and internet chat room misuse of associated technology, i.e. camera and video facilities.

Disability/SEN because of or focusing on a disability or special educational need

Medical/Allergy because of or focusing on a student's medical condition or allergy.

This may include teasing or excluding a student because of their allergy, deliberately exposing, or threatening to expose them to a known allergen, tampering with their food or medication or using their risk of anaphylaxis to frighten or intimidate them. Any deliberate or threatened exposure to a known allergen will be treated seriously due to the potential risk of a severe or life-threatening allergic reaction.

Home targeting individuals who are looked after children or because of circumstance particular home circumstances.

Bullying can take place anywhere. Because bullying is complex and is often carried out subtly, it may take place in our classrooms.

Parents/carers are expected to take responsibility for monitoring their child's use of social media and text messages and ensuring they do not engage in bullying behaviours outside of school time. School staff are unable to deal with every incident that occurs outside of school hours and may advise parents/carers to involve the police.

2. Staff Procedures

What to do if you think a student is being bullied.

Encourage the student to talk about his/her experience. It may help the student just to be aware that someone else knows.

What to do if a student complains of being bullied.

- Get a complete account of the incident. Are there friends, classmates or witnesses who can verify any accounts?
- Get a written statement from the student.
- If you can identify the bullies as other students from the school, talk to a member of staff.
- The bullies should be spoken to regarding the complaint; an informal warning may be sufficient.
- The SLT will arrange for a member of staff, chosen by the student either being bullied or at risk of being bullied, to offer support on a continual basis until such time as the student and his/her parent/carer are satisfied that the conditions have returned to normal.
- It may be appropriate to get the bullies and the victim together to give their respective accounts and the propose/agree to a solution - propose that sorting out the problem informally as individuals is preferable to the following scenarios;

Further sanctions (detention, exclusion)

A written record on student's file (affecting future references)

Parents being contacted

Contacting the police if the incident is serious

- It may be appropriate to conduct separate follow up meetings with the victim and bully to ensure that the problems have been solved.
- If the bullying continues, then this will be considered as a grave breach of school conduct and sanctions will be deployed in line with the school's behaviour policy.

What to do if you see a student being bullied.

- Challenge the students' responsible - recording names and tutor groups.
- Record the incident in writing.
- Depending on the nature of the incident, it may be necessary to inform a member of staff who will follow the procedures outlined in the policy.
- Arrange for a meeting to discuss the incident - pointing out possible scenarios. The meetings may involve students (bullies and victims) and any such staff as may be considered appropriate.

- A follow up meeting with the victim must take place to ensure that the situation has been resolved and that the student knows that he/she is supported by school staff.
- A follow up meeting with the bully must take place to ensure that the student is supported in modifying his or her behaviour. Targets may be set and progress towards them reviewed.

Possible signs that a student is being bullied.

- A student may appear unusually withdrawn and uncommunicative.
- He or she may be unable to concentrate in class.
- His or her behaviour may change e.g. a student's participation in school and other activities may be lowered.
- He or she may experience psychosomatic complaints.
- He or she may have unexplained cuts/bruises – or give unconvincing explanations.
- There may be unaccountable and repeatable damage or loss to bags, books, equipment and money.
- There may be intermittent and long-term absence from school.
- A student may truant from school.

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. This will be done by:

- Carrying out regular anti-bullying surveys to give a picture of the impact of anti-bullying work in school.
- Fostering attitudes that support a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- The regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence e.g. PSHE, Citizenship, assemblies, circle time, Year 11 buddies, Restorative Justice, School Council, Anti-Bullying week and Nurture Groups.
- Raising awareness and understanding of medical conditions, allergies and anaphylaxis, where appropriate, to encourage students to respect the health and safety needs of others.

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What to do if you are being bullied:

- Find a member of staff that you can talk to. This member of staff will be able to help.
- Tell your parents/carers.
- Tell a friend whom you can trust.
- Tell anyone whom you can trust.

Steps to tackle bullies:

- Give us a complete account as you can of what has happened to you.
- Are there friends, classmates or witnesses who can back up your story?
- You may have to give a written statement from witnesses.

What you do if you see a student being bullied:

- Find a member of staff and tell them exactly what has happened.
- Record the name or names of the bullies.

Possible signs that a person is being bullied:

- A student may appear to be unusually withdrawn or quiet.
- He or she may not be able to concentrate in class.
- His or her behaviour may change.
- He or she may have unexplained cuts and bruises or give unconvincing explanations for these.
- He or she may be truanting from school.

Guidelines and advice for headteachers, staff and governing bodies for tackling and preventing bullying: Refer to updated document from The Key.

All members of staff must read and understand the content of the updated document and to use the advice to tackle and prevent bullying within the school.

References:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

Further Information:

National Bullying Helpline: <https://www.nationalbullyinghelpline.co.uk>

Policy Created on: September 2013

Review Date: September 2014 – No amendments made

Review Date: September 2015 – No amendments made

Review Date: September 2016 – No amendments made

Review Date: September 2017 – Amendment added from www.schoolleaders.thekeysupport.com

Review Date: July 2018 – Amendment made to academic year date

Review Date: September 2019 – No amendments made

Review Date: September 2020 – No amendments made

Review Date: September 2021 – Information added on social media and parental responsibility.

Review Date: September 2022

Review Date: September 2023

Review Date: September 2024 – amended to include the 6 principles of Making Every Lesson Count

Review Date: 30/09/2025

Review Date: September 2026 – information added regarding medical/allergy related bullying

Next Review Date: 14/09/2027

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