Policy

September 2024

Anti-Bullying Policy

This document relates to	
Shaftesbury Victoria School	✓
Shaftesbury Education	✓

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Contents

1. Vision 3
2. Rationale 3
3. Purpose 3
4. What is bullying? 3
5. Why is it important to respond to bullying? 4
6. Objectives of this policy 4
7. Signs and symptoms 5
8. Procedures 6
9. Outcomes 6
10. Prevention 6
Policy Ownership 8
Appendices 9
Resources 9

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1. Vision

Through a multi-professional approach, we will create a high quality, inclusive, happy and safe school environment where pupils with a range of learning difficulties are:

- Inspired to engage in learning.
- Enabled to realise their greatest possible level of independence and emotional resilience.
- Supported to recognise and celebrate their achievements now and in the future.

2. Rationale

All staff at Victoria School are committed to providing a caring, friendly and safe environment so that everyone can learn or work in a relaxed, secure and safe environment.

3. Purpose

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils and staff should be able to tell and know that incidents will be dealt with promptly and effectively. This means that **anyone** who knows that bullying is happening is expected to tell a staff member or a member of the Senior Leadership Team.

At our school, staff take a proactive approach to supporting young people who may be having difficulties with their peers. Developing social communication and interaction skills are a focused and integral part of our curriculum.

We are also proactive in supporting our staff team to work effectively with each other.

4. What is bullying?

Bullying is unwanted, aggressive or intimidating behaviour that involves a real or perceived power injustice. There is **intention** to hurt the other person. The behaviour is repeated, or has the potential to be repeated, over time.

Bullying can be:

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Emotional: being unfriendly, excluding, tormenting (e.g. hiding books or 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 focussing on the issue of sexuality.

Verbal: name-calling, sarcasm, spreading rumours, teasing.

Cyber: all areas of the internet, such as email and internet chat room misuse, threats by text messaging and or calls, misuse of associated digital technology, i.e. camera and video facilities.

5. 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 support to learn different ways of behaving.

There is a responsibility to respond promptly and effectively to any issues of bullying. Staff members also need to feel confident in approaching their team leaders or any member of the Senior Leadership Team to discuss any concerns.

6. Objectives of this policy

- All teaching and non-teaching staff, multi-agency partners, pupils and parents/carers should have an understanding of what bullying is.
- All Local Advisory Board members, 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/carers 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/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

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7. Signs and symptoms

A child or young person may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school transport/taxi
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

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- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility as part of the investigation.

8. Procedures

- Report bullying incidents to teaching staff/Safeguarding Team/Senior Leadership Team via CPOMS
- In cases of serious bullying, and always in cases of physical assault, the incidents will be recorded by staff.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- In very serious cases, and where deemed necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- Work will be done where possible and appropriate to help the bully (bullies) to recognise and change their behaviour

9. Outcomes

The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.

In serious cases, fixed exclusion from school will be considered.

If possible, the young people will be supported by staff to discuss the issues and be reconciled.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

10. Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

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- adhering to the school's expectations of behaviour
- use social stories
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- encouraging children to discuss incidents as they occur and so be part of the process of accepting consequences and addressing issues before they escalate
- having discussions about bullying and why it matters
- having discussions about bullying at school council meetings to allow the young people the opportunity to be aware, involved and to monitor the situation.
- Supporting Anti-Bullying Week and making the work high profile
- Links through English/Drama/PSHE schemes of work
- Support from the Lead Nurse

This policy will be reviewed regularly and should be read in conjunction with the school's other related policies.

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Policy Ownership

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Anti-Bullying Policy	V2.1

Date published	Date for next review
September 2024	September 2025

History	Date	Reason
V1.0	March 2022	Policy created
V1.1	September 2022	Reviewed
V2.0	September 2023	Reviewed, updated
V2.1	September 2024	Branding updated

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Appendices

This policy should be read in conjunction with the school's related policies:

- Positive Behaviour Management Policy
- Code of Conduct
- Staff information
- Safeguarding and Child Protection Policy
- Online Safety Policy
- Suspensions and Exclusions Policy

Resources

Children's Legal Centre 0845 345 4345

Kidscape Parents Advice Line (Mondays and Tuesdays, 9.30am-2.30pm) 07496 682785

Family Lives Helpline 0808 800 2222, www.familylives.org.uk (formerly Parentline Plus)

Youth Access 020 8772 9900, www.youthaccess.org.uk

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

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