



Clifford Holroyde Anti-Bullying Policy (2023-24)

CLIFFORD HOLROYDE SPECIALIST SEN COLLEGE

Anti-bullying Policy

Objectives of this Policy

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

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn / work in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, incidents will be dealt with promptly and effectively. As a school we take bullying and its impact seriously. Pupils, parents and guardians should be assured that known incidents of bullying will be responded to swiftly. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the school community.

HOW DO WE PRE-EMPT BULLYING AT CLIFFORD HOLROYDE?

The Anti-Bullying Policy reflects the principles laid down in the school's core policy documentation:

- The Curriculum Policy
- The Positive Behaviour for Learning Policy
- The Child Protection Policy
- E-Safety policy
- Equality and diversity policy

Staff invest a great deal of time in nurturing a positive school climate, in which children can grow and learn, and be helped to understand and talk about their own as well as others' emotions and needs, without fear of failure or ridicule.



Whilst maintaining very high expectations of children's behaviour, staff at the school builds in a great deal of structure and support, throughout the school day, in order to facilitate success and pre-empt difficulties arising. The Behaviour Policy details the routines and procedures which all staff follow, both in class time, but also in lunch, dinner and playtimes, to actively supervise children, and to follow-up on problems as and when they arise. Nevertheless, instances of bullying can, and do arise

What Is Bullying?

There is no legal definition of bullying. Bullying is usually described as being behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally. Bullying is the use of hurtful behaviour with the intention of hurting another person. Bullying results in pain and distress to the victim, may be repeated over time and the victim may be unable to defend themselves.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence. Interfering with possessions, 'borrowing'
- 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, skitting, intentionally embarrassing others 3
- Technological / Cyberbullying covers all areas of internet, email & social networking sites misuse. Mobile telephone misuse, threats by text messaging & prank calls, taking photos, happy slapping etc.
- Misuse of any other associated technology, i.e. camera, video and voice recording facilities. Remember that bullying can occur not only between students but also between staff. It can be staff to student or by student to staff. It also includes individuals who bully students or staff as they arrive to and leave college.

It is not bullying when people:

- Hurt others by accident.
- Won't let others have their own way.
- Ask others to take their turn.
- Want others to play by the rules.
- Call people a name they are happy with.



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.

We as a school have a responsibility to respond promptly and effectively to issues of bullying. When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

Our school will offer a protective, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:-

- Immediate action to stop the incident and secure the child's safety
- Positive reinforcement that reporting the incident was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Strategies to prevent further incidents
- Sympathy and empathy
- Befriending
- Extra supervision / monitoring
- Creation of a support group
- Peer mediation / peer mentoring
- Informing / involving parents
- Restorative work between the perpetrator and the victim (provided this does not increase

The school's Behaviour Management policy is used to address all issues of antisocial and unacceptable behaviour. All staff are aware of the potential damaging effects of bullying and ensure that pupils have an equal and fair chance to thrive and learn in an atmosphere of respect and dignity. The whole school Core Values to be Articulate, Confident, Happy, Independent, Educated, Valued and Excellent are designed to reduce bullying and promote mutual respect.

Staff are aware of the procedures to follow if any incident of bullying indicates a Safeguarding concern. Social media and Cyber bullying is minimised in school through secure and supervised access to the internet, including monitoring of sites, history checks and Firewall security. Assemblies are also used to spread the message of safe usage of electronic devices and pupils are not allowed phones during the day.



Some Possible Signs and Symptoms

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

1. Is frightened of attending school.
2. Doesn't want to go on school transport.
3. Experiences big changes in their usual routine.
4. Is unwilling to go to school (school phobic).
5. Begins to truant.
6. Becomes withdrawn anxious or lacking in confidence.
7. Starts stammering.
8. Attempts or threatens suicide or runs away.
9. Excessively cries or has nightmares.
10. Feels ill in the morning.
11. Begins to do poorly in school work.
12. Comes home with clothes torn or books damaged.
13. Has possessions which are damaged or "go missing".
14. Asks for money or starts stealing money (to pay bully).
15. Has monies continually "lost".
16. Has unexplained cuts or bruises.
17. Comes home hungry.
18. Becomes aggressive, disruptive or unreasonable.
19. Is bullying other children or siblings.
20. Stops eating / change in diet.
21. Is frightened to say what's wrong.
22. Gives improbable excuses for any of the above.
23. Is afraid to use the internet or mobile phone.
24. Is nervous & jumpy when a cyber message is received.

These signs and behaviours may not indicate bullying but could indicate another social, emotional and / or health problem. If these signs are evident, bullying should be considered a possibility and should be investigated.



PROCEDURES

1. Report bullying incident to staff.
2. The incidents will be recorded by reporting staff member.
3. In serious cases parents will be informed and will be asked to come to school for a meeting to discuss the problem.
4. If necessary and appropriate, School Police Officer will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. Restorative Justice is used when applicable.
8. Pupils can report bullying to any member of staff. If parents/carers have any concerns that they know bullying is taken place. They can call in or phone the school and report it to any member of staff.

Outcomes.

1. **STOP** the bullying.
2. **RE-EDUCATE** - The bully (bullies) may be asked to genuinely apologise. Other support, consequences or intervention may take place, including involvement of outside agencies.
3. In serious cases, fixed term exclusion or even permanent exclusion will be considered.
4. **RECONCILE** If possible, the pupils will be reconciled.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

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

- Writing a set of school rules / non-negotiable behaviours.
- Use of a behaviour contract where useful.
- Writing stories or poems or drawing pictures about anti-bullying
- Watching DVDs about bullying
- Role-plays (or using KIDSCAPE role-plays)
- Discussions about bullying and why it matters.
- Use PHSE and assembly to discuss bullying.



Advice to pupils:

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a teacher or adult whom you feel you can trust
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Ring Childline and follow the advice given
- Write your feelings / concerns down and give them to a trusted adult.

Bullying outside of the School:

The Headteacher may choose to speak to / discipline pupils for misbehaving / bullying outside of the school premises “to such an extent as is reasonable”. Where bullying occurs outside of the school community but is brought into school, school staff will deal with bully and victim and also may choose to report bullying to the Police or local Authority.

Advice to Parents

As the parent / guardian of a child whom you suspect is being bullied:-

1. Report bullying incidents to Class teacher or school office.
2. In cases of serious bullying, the incidents will be recorded by staff and the Head teacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Do Not:-

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be ‘a bully’ back. Both of these will only make the problem much harder to solve.

Social Media and Mobile Phones

Most cases of bullying involve direct contact between bully and victim. This may be face to face or through social media and specifically on mobile phones, such as sending threatening calls, texts and images. Pupils are advised not to share mobile numbers unless they are sure that the recipient can be trusted.



Further sources of information:

Although bullying is not in itself a criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour - or communications - could be a criminal offence for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003 and the Public Order Act 1986. Section 89 Education and Inspections Act 2006.

- The Equality Act 2010 Order 2021.
- The Anti-bullying Alliance (ABA): Founded in 2002 by NSPCC and the National Children's Bureau, the Anti-Bullying Alliance brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues. www.antibullyingalliance.org 020 784 31901.
- Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They offer specialist training and support for college staff and assertiveness training for young people. www.Kidscape.org.uk 020 730 3300
- Childline: 0800 1111 www.childline.org.uk Bully Busters: 0800 169 6928 www.bullybusters.org.uk NSPCC: 0808 800 5000 www.nspcc.org.uk Cyber Bullying / On-Line Bullying:
- ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.
- Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.
- Digizen: provides online safety information for educators, parents, carers and young people. Advice on Child Internet Safety 1.0:
- The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.
- Under the Malicious Communication Act 1988, it is an offence for a person to send electronic communication to another person with the intent to cause distress or anxiety or to send an 6 electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.



LGBT:

- EACH: (Education Action Challenging Homophobia): provides a national Freephone actionline for targets of homophobic or transphobic bullying and training to colleges on sexual orientation, gender identity matters and cyber homophobia.
- Colleges Out: Offers practical advice, resources and training to colleges on LGBT equality in education.
- Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in colleges, a dedicated youth site, resources for colleges and specialist training for teachers.

SEND:

- Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.
- Changing Faces: Provide online resources and training to colleges on bullying because of physical difference.
- Cyberbullying and children and young people with SEN and Disabilities. Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Racism:

- Show Racism the Red Card: Provide resources and workshops for colleges to educate young people, often using the high profile of football about racism.
- Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for colleges.
- Anne Frank Trust: Runs a college project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination and cultural diversity.

Please note that during this process the college's Behaviour Policy will also be in place to address student's behaviour.

Signed: Headteacher

Date: January 2024

Review Date: January 2025



Appendix 1 – Anti-Bullying - Stages of Escalation Strategy.

<u>Stage</u>	<u>School consequence</u>	<u>Actions</u>	<u>Parent communication</u>
1 - Bullying behaviour is intentional, directed and repeated.	Time out.	Restorative conversation completed.	Parents / Guardian phoned.
2 – Intentional continuation of the directed bullying behaviour.	Break time + / or lunch time removal of privileges.	Restorative activity complete – write something down during break time.	Parents / Guardian phoned.
3 - Repeat of behaviour.	After school detention.	Restorative meeting with class teacher / LSA completed during detention. Reflection sheets completed during detention.	Parents / Guardian phoned.
4 - Repeat of behaviour.	Internal Exclusion – removal from class.	Pupil to reflect on their behaviours and discuss alternatives actions whilst educated away from the rest of the class.	Parents / Guardian meet with class teacher / LSA.
5 – Refusal to comply with process.	External Exclusion - Suspension	Bullying / Exclusion Letter sent to parent / guardian. Restorative meeting completed with Parent, pupil and member of SLT.	Meeting in school with SLT member.