



Anti-Bullying

Review Period: 2 Years

Status: Non Statutory

Next Review: Summer 2024

This policy has been formulated in consultation with the whole school community and should be read in conjunction with the following policies and procedures;

- Safeguarding Policy
- E-Safety
- Whistle Blowing / Speaking Out
- Behaviour Management Policy
- Permissible Sanctions

Introduction

We aim to provide a safe and friendly environment at Sunnydown, with approachable and understanding staff who are both willing and able to help support the boys. In turn this will allow the boys to thrive academically, emotionally and socially in a positive environment. It should be recognised that Sunnydown is a school for boys with speech, language and communication needs and therefore it is quite possible that misunderstandings in communication and interaction may well occur. Some boys might say or do things that upset others, not knowing the impact that this has on other individuals. In addition to this, some boys might misinterpret comments or actions and perceive them as threatening or intimidating, when in fact this was not their intention. We as a school will strive to ensure that every situation that we are aware of is given the right level of attention and appropriate actions are put in place.

The School Mission is to develop the Resilience, Independence and the Cooperation of the boys at Sunnydown. This is achieved through Encouraging, Engaging and Empowering them. This concept is known around school as R.I.C.E.3

Roles and Responsibilities

The Headteacher has overall responsibility for behaviour in the school; however, behaviour and dealing with bullying is the responsibility of every member of the school community. Sunnydown staff, parents and pupils work together to create a happy, caring, learning environment. Bullying, whether it is physical or verbal, direct or indirect, will not be tolerated or ignored. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

What is Bullying?

'Bullying is defined as behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. It is important to distinguish bullying from teasing and falling out or misunderstandings between 2 people.

With bullying:

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of

sexual, sexist, racist or homophobic bullying (including bi and transphobic) and when children with disabilities or any other protected characteristics (Equality Act 2010) are involved. If the victim might be in danger then intervention is urgently required.

What might be classed as bullying?

Bullying can include, but is not limited to:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault, including kicking, hitting and even spitting
- taking or damaging belongings
- cyber bullying - inappropriate text messaging, e-mailing and the use of social media
- sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups

Strategies for dealing with bullying

- It should be noted that no two situations are the same and although experience will guide staff in their management of a situation, each situation will be dealt with individually.
- Discussions will be held with the victims and the alleged perpetrators. This is in order to ascertain whether this is a case of bullying or if it is a difficulty with communication and interaction, social skills or misinterpreted events.
- There may be the need to employ sanctions for the perpetrator which may include any of the permissible sanctions (see permissible sanctions policy) including formal exclusion for a fixed period.
- Close monitoring of the situation by observing break times, class changeovers and regular discussion with the victim to ensure no repetition.
- Working with any boys who are found to be bullying and counselling them can help to reduce bullying and to integrate them as welcome members of society; initially, cases will be dealt with internally, but for persistent bullying it may be felt appropriate to involve outside agencies, including support for anger management and the use of either group sessions or one to one sessions with specialist support personnel.
- Specific targeted support from the Pastoral team.
- Restorative work including meetings with victims and perpetrator to resolve situations and build relationships and individual resilience.

Strategies to Combat Bullying

- Train staff on bullying and how to identify it and deal with it.
- All staff watch for early signs of pupils being distressed or unhappy.
- All staff listen, believe and act immediately at the first signs of bullying.
- Systems are in place which give victims the opportunity to put a stop to bullying, including peer mentoring, drop ins to the Pastoral Team, school assemblies on how to seek support, open door approach from SLT.
- Telephone numbers such as Childline are clearly displayed on notice boards throughout the School and on the back of toilet doors.
- Support is given to those who have been involved in bullying, helping them to change their behaviour patterns in the aim to cut out further incidents.
- Education.

Education

To try to prevent bullying;

- Bullying issues will be discussed as part of form time, tutorials and the PSHE programme.
- Where any incidents are proved to be apparent, then support will be given to both the victims as well as the perpetrators of bullying. Restorative practices will be at the core of the strategies.

- Appropriate use of electronic media, social networking sites and other online platforms, including cyberbullying, is taught through the e-safety curriculum.
- There are opportunities for discussions in school Council – ‘Student Voice’.
- Continuous support to develop the social communication skills of the boys to understand the impact of their words and actions.
- Peer Mentoring Schemes can be used throughout the year.
- ‘Anti-bullying’ week is a focus week within the school.

Reporting and Recording Incidents

- Everyone needs to be aware of the School’s Anti-Bullying Policy which is published on the school website.
- There will be a prioritised response to reported or observed incidents of bullying; it is expected that no member of the Sunnydown community will ignore bullying.
- Initial concerns can be communicated with a member of staff, in the first instance to the boy’s form tutor if they are known.
- All incidents of bullying will be recorded on Sleuth by the member of staff who identifies it, giving details of the incident which will enable patterns of bullying to be identified and intervention strategies applied. This data is analysed periodically by the Behaviour Team.
- Significant incidents will be recorded and monitored both by the Behaviour Team and SLT. In extreme or persistent cases, sanctions may involve fixed term exclusion/s from Sunnydown.
- Bullying can be brought to the attention of the staff either by the victims, their friends, their parents or other concerned parties.
- Incidents recognised as bullying may be recorded on CPOMS as safeguarding incidents.

Useful Contacts

General

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Kidscape: www.kidscape.org.uk

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT+

- EACH: www.eachaction.org.uk
- Schools Out: www.schools-out.org.uk
- www.theproudtrust.org

SEND

- Changing Faces: www.changingfaces.org.uk

Racism and Hate

- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

Restorative Justice

Where there are identified incidents of bullying it is the intention that a Restorative Justice meeting is held. This will be supported by the Pastoral team and will focus on both victim and perpetrator. There may be additional support from older students who may be able to give a young person perspective on a situation.

Repeated incidents will trigger additional education for perpetrators and, where appropriate, sanctions. Victims may access emotional support from the Pastoral team and in more extreme situations from outside agencies.