

Stone Bay School. Policy Document.

Group E Policy.

E 14: Anti Bullying Policy

Group E policies are not statutory and no paper copies will be kept. The original word copy will be stored in our policy library, a PDF version will be accessible on our website.

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Mission Statement.

We accept all students **as they are** and believe that every one of them is **entitled** to the very **best education**, delivered in an **environment** that is **supportive, caring** and **safe**.

Our goal is to develop our students to become:

- **Successful** Learners.
- As **independent** as possible.
- **Confident** individuals and self-advocates.
- **Effective** communicators and **contributors**.
- **Responsible** citizens.

We will do this by working to **ensure we get every aspect of their provision just right**, helping them to achieve academically, personally, socially and morally.

Stone Bay School: ***“getting it right for every student”***.

Bullying is the wilful, conscious desire to hurt or threaten someone else. Tackling bullying is one part of making the school a happy place for everyone. All staff at Stone Bay School have a responsibility to ensure that our students are able to learn and live in a supportive, caring and safe environment.

It is however, important to note the following when considering bullying within the context of young people with severe learning difficulties.

- The school’s designation allows for the admittance of students who present with challenging behaviours. The school manages the placement and supervision of these young people within the school to ensure the safety of more vulnerable students.
- The school’s Child Protection policy, coupled with staff training in this field enable adults to pick up elements within the student’s life that may indicate inappropriate experiences including bullying.
- Bullying as defined below should not occur at Stone Bay School due to our school organisation, parental links, effective staffing ratios and very good student to student, student to staff relationships should quickly identify bullying issues when they occur.

DEFINITION

Bullying is defined as the wilful, conscious desire to hurt, threaten or frighten someone. The actions can be repetitive over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- **Physical**
- **Verbal**
- **Indirect** (spreading rumours, excluding someone from social groups)

The Nature of Bullying

Consider the following well-known rhyme and the way it is misleading about the nature of bullying:

Sticks and stones may break my bones, **TRUE**

But names will never hurt me. **UNTRUE**

Bullying can be **PHYSICAL and/or VERBAL** in nature. Physical assault to varying degrees of severity is distressing but verbal abuse is also painful.

Name calling, teasing and taunting are emotionally bruising and can include both racial and sexual harassment.

Due to our good staffing ratios, both the physical and verbal types of bullying should be relatively easy to detect, it is the indirect category that needs special attention within Stone Bay School, although incidents should be rare.

AIMS

To recognise that bullying exists and could take place from time to time.

To raise awareness of bullying behaviour within the context of our school.

As a school to positively discourage bullying and take action against bullying when it occurs.

To develop and maintain an anti-bullying ethos within the school.

THE SCHOOL WILL

Take bullying seriously and investigate any incident.

Through Child Protection training enable staff to recognise and act upon incidences of bullying by students or staff should they occur.

Support students who are the subject of bullying and teach functional skills to aid in communicating their anxieties/personal disposition.

Through PSHE, raise the awareness of students to the aspects of bullying and instil an appropriate code of conduct.

Implement individual programmes to enable those who bully to change their behaviour.

Keep a record of bullying incidents

IMPLEMENTATION

All concerns over student bullying should be addressed and a member of the senior management team informed.

Any incident should be recorded on a school incident sheet and given to one of the Assistant Head Teachers/ or Head of Care who are the school DSL's. All incidents will be investigated and addressed, including all involved (residential staff, LSAs, teachers and parents).

Strategies are developed to ensure that the victim is safe and that a behaviour programme is put in place to support the bully in changing his/her behaviour.

In some instances it may be necessary to re-locate certain students who are incompatible to effect harmony.

Maintaining close links/effective communication between residential areas (key workers), parents and class-based staff will help to alert us to any instances of bullying behaviour. We should routinely consider bullying to be a possible cause of changes in student's behaviour or any reluctance to return to school after home breaks.

Annual reviews, pupil progress reviews, governor sampling of parent's views, NCH and National Care Standard 33 visits plus the Head Teacher's monitoring processes will also help to identify bullying issues should they occur.

Safeguarding, Equality and Equal Opportunities Statement

Stone Bay School, and all policies and procedures, will promote equality of opportunity for all students and staff from all social, cultural and economic backgrounds. The school will ensure that no student or staff member is disadvantaged, discriminated against or treated less favourably because of their gender (including gender reassignment), race, disability, religion or belief, sexual orientation or due to pregnancy or maternity.

Stone Bay School aims to;

- Foster good relationships and create effective partnerships with all sections of the community
- Ensure that the school's service delivery, commissioning and employment practices will not discriminate unlawfully, either directly or indirectly
- Provide an environment free from fear and discrimination, where diversity, respect and dignity are valued and celebrated

All aspects of Safeguarding will be embedded into school life and will remain the responsibility of all members of our school community.