St Anne's School and Sixth Form College

Anti-bullying Policy

This policy was adopted in the Summer term 2013 and updated November 2016

1.INTRODUCTION

Definition of Bullying

Bullying occurs when a person is made unhappy by one or more other persons.
It can take several forms.

- Verbal – as in name calling, personal comments, racial abuse.
- Social - not being spoken to or being left out of activities.
- Material - possessions are stolen, damaged or extortion takes place.
- Emotional - when pressure to conform is applied.
- Physical - in physical assault.

Bullying is not the same as a disagreement between two people.
Bullying is:-

- Systematic and on-going rather than one off.
- Done by the more powerful to the less rather than between equals.
- Distressing and hurtful to the victim rather than good natured fun.
- Always one way rather than an exchange.
- Bullying is usually covert.

Bullying of young people: because of the nature of severe learning difficulties of the pupils who attend St. Anne's it is not usually felt that pupils intentionally mean to cause harm to another pupil. However, we recognise that the consequences of some behaviour does upset and hurt others. Incident recording and a bullying log are in place, these are monitored daily.

Bullying of staff: the whistle blowing and or the disciplinary procedure provide further information of how to deal with these issues.

Bullying of a young person by a staff member: the safeguarding and the disciplinary procedure provide further information of how to deal with these issues.

2. ANTI-BULLYING CODE

Every pupil in St. Anne's school has the right to enjoy learning and leisure, free from intimidation.

- Pupils are encouraged to tell a member of staff about anything that has upset or hurt them, and staff always listen and respond to this.
- Pupils are encouraged to report any instances that they have seen of other pupils being bullied.
- At St. Anne's not all pupils are capable of reporting distressing incidents, so it is vital that all staff ensure that they recognise and respond to any acts of bullying.

Cyber Bullying
This is important for all schools but particularly so for the pupils of St Anne's. We should never assume that they will not get involved in on line social networking because of their disabilities. We teach our pupils ICT and this will be a terrific tool for them to be as independent as possible but it brings threats with it which we must acknowledge and deal with.
The E-Safety policy provides further information with regard to cyber bullying and the use of social networking sites.

3. DEALING WITH INCIDENTS OF BULLYING

If a member of staff becomes aware of a bullying incident they should report it to the Head teacher or Child Care Manager. A full incident report should be written (in the de-escalation book and cross referenced to the bullying log)

The first step will be to gain a clear picture of what is happening.

- Once this has been done the aim of any intervention will be to stop the incident happening again.
- Action will be taken immediately.
- The action taken will depend upon the level of understanding of the child doing the bullying.
- Where appropriate the child doing the bullying is counselled about their behaviour and plans are put in place to work with and teach the child more appropriate ways of behaving. (using the schools DeP system)
- Where appropriate for the child who is bullied, staff give advice on how to deal with further incidents e.g. who to tell if it happens again.

4. ANTI-BULLYING STRATEGIES

A culture which promotes respect for the individual

- Adults setting a good example by practising good manners
- Class and group rules which out-law anti-social behaviour.
- Vigilance by all adults in the school.
- Behaviour management policy
- Risk assessment of high risk places and activities.
- Pupils are taught about appropriate behaviour to one another as part of the P.S.H.C.E. curriculum. An anti-bullying programme runs as part of K.S.3 + 4 life skills programme and throughout the sixth form.

5. DISCIPLINE

Please refer to the school's behaviour management policy for full details of school procedures.

6. SUPPORT FOR PUPILS AND STUDENTS

All pupils are supported throughout the school to behave well and act with kindness and respect to each other.

- Pupils are made aware of the fact they can always talk to staff about any worries.
- Pupils in K.S.3 and upwards follow units on anti-bullying.
- Assemblies and rewards reinforce positive messages of pupil behaviour.
- Some areas have a higher risk for potential bullying than others and staff are aware of these bullying hot spots.
- Any acts of bullying are dealt with immediately.

7. SUPPORT FOR STAFF

A copy of the school's anti-bullying policy is in the staff handbook.

- SMT will support staff in effecting anti-bullying strategies.
- All new members of staff are made aware of the School's Anti-bullying Policy.

8. SUPPORT FOR PARENTS

Parents are made fully aware of the school's anti-bullying policy and behaviour policy.

- In all instances of bullying reported to the head teacher both sets of parents will be informed of the incident and of the follow-up action the school has taken.
- If at any time they are unhappy with the process or feel unsupported by St. Anne's, they can use the complaints policy.

9. MONITORING AND EVALUATION

Reported incidents are monitored daily by the Head Teacher, Assistant Head Teacher and Child Care Manager.