

Cressex Lodge Anti-Bullying Strategy

Author/Contact:	Dan Bunker – Senior Leader
Approval/Ratified by:	Sarah Snape – Head Teacher
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Policy Statement

We aim to provide a positive, safe and caring learning environment for all pupils, staff and visitors to our schools.

To achieve this, we support and encourage everybody to be respectful of each other (this includes pupils, staff and visitors) and to report incidents of bullying that they either witness or experience themselves.

- We view all forms of bullying as completely unacceptable
- Acts of bullying will be responded to in line with our behaviour policy (as well as the specific guidance below)
- Bullying is explored throughout our curriculum and in the therapy programme
- Where applicable, managing electronic bullying (e.g. cyber-bullying) will also need to be considered alongside our online safety policy
- Our Single Equality Scheme, with a particular focus on the Protected Characteristics in the Equality Act 2010, is also an important consideration in managing and analysing incidents of bullying.

Procedure

IT IS EVERYONE'S RESPONSIBILITY TO AIM TO PREVENT OCCURRENCES OF BULLYING AND TO DEAL WITH INCIDENTS QUICKLY AND EFFECTIVELY.
WHAT IS BULLYING?

Bullying can take many forms. We take the view that any deliberately hurtful behaviour or action constitutes bullying. It can be an unresolved single frightening incident which can cast a shadow over a child's life or a series of incidents.



The following list is not exhaustive:

Physical

Violent, aggressive and/or threatening behaviour (fighting, hitting, shoving, tripping up, spitting, kicking, slapping etc.), invading personal space, sexual assault or harassment.

Verbal

Name-calling (including racist, sexist, homophobic, biphobic or transphobic name-calling and insults about disabilities or religion), insulting family members and others or making offensive remarks; shouting; causing embarrassment by insulting, humiliating or disciplining in public.

Indirect (including all forms of electronic and 'cyber' bullying)

Spreading malicious, nasty rumours about a person, excluding someone from a group, cyber-bullying (e.g. sending malicious or threatening e-mails or messages via social network sites), text messages or voice messages by mobile phone or writing and passing notes that are meant to ridicule and/or intimidate the recipient.

WHAT ARE WE DOING TO PREVENT & REDUCE BULLYING?

Whole school initiatives and proactive teaching strategies are used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

Clear, agreed expectations which are highly visible in the schools and referred to in lessons and school meetings as part of our approach to promoting positive behaviour

Parts of our curriculum which focuses on relationships, respect, dealing with conflict, trust, British values and which permeates our school ethos of diversity and inclusion

- Taking part in the national 'anti-bullying week' each year
- Awareness through regular, relevant all school meetings
- Through the Junior Leadership Team where issues such as bullying are discussed regularly
- The following of the schools' behaviour policy, which includes focusing on praise and rewards to reinforce good behaviour (including peer relationships, being respectful of each other etc.)
- Ongoing staff training to recognise and deal with bullying, including on specific areas such as homophobia, transphobia, biphobia, religious diversity, Islamophobia, disability discrimination and racism
- Encouraging the whole-school community to model appropriate behaviour towards one another
- Displaying Childline/NSPCC/Stonewall posters around the schools.

WHAT SHOULD THE ROLE OF FAMILIES AND CARERS BE?



Parents & carers have an important part to play in preventing and responding to bullying. We ask parents/carers to look out for unusual behaviour in their child – for example not wanting to attend school, regularly feeling ill, being overly quiet, isolating themselves.

We ask that caregivers always take an active role in their child's education, enquire how their day has gone and who they have spent time with. If a parent or carer feels their child may be a victim of bullying they must inform the school. This information will be taken seriously and appropriate action will follow.

If as a parent or carer you feel another child has bullied your child, we ask that you do not approach that child or their family. Instead, please inform us immediately.

- It is important that parents/carers do not advise their child to fight back or to repeat the bully's behaviour. This will only make the situation worse.
- It is important to never tell a child it is their fault they are being bullied.
- It is hugely helpful for parents & carers to support children in asking for help.

HOW SHOULD BULLYING BE REPORTED AND WHAT PROCEDURES WILL WE FOLLOW WHEN RESPONDING TO BULLYING INCIDENTS?

Allegations and incidents of bullying at Cressex Lodge School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all pupils involved whilst the allegations and incidents are investigated and resolved.

The following robust, but flexible, procedures are always followed:

1. Incidents of reported bullying need to be reported to a senior leader. This will usually be via a teacher, therapist or family member.
2. Depending on the incident, an appropriate member of staff will speak to all pupils involved about the incident separately or if appropriate as a group. This will be reported to the relevant member of the Senior Leadership Team.
3. The problem will be identified and possible solutions suggested, which may include:
 - mediation
 - restorative justice
 - asking the bully/bullies to genuinely apologise
 - supporting the bully/bullies, through their key worker/key therapist, to understand and change their behaviour
 - sanctions, behaviour policy.
4. In the unlikely event the bullying continues, or in more serious cases of bullying, discussions external to the school community with families/carers may take place to discuss the problem and in very rare cases,



mediation/restorative justice meetings with both families/carers and pupils present may be used to resolve the issues.

All incidents of bullying are logged by the Head Teacher and analysed in leadership team meetings.

Actions from this analysis (e.g. staff training, timetable changes, specific support plans, etc) are then implemented as appropriate to reduce, eradicate or prevent further cases of bullying.

THE EQUALITY ACT

This policy, alongside complementary publications such as our single equality scheme, ensures that the schools' curriculum and systems for managing behaviour pay regard to the protected characteristics set out in the Equality Act 2010 which include age, disability, gender reassignment, race, religion or belief, sex, sexual orientation and marriage/civil partnership /pregnancy/maternity.

ALLEGATIONS FROM PUPILS AGAINST OTHER PUPILS

In most instances, negative conduct of pupils towards each other will be covered by this policy (and our behaviour policy). However, some allegations may be of a more serious nature and raise safeguarding concerns. Allegations made against another pupil may include physical abuse (e.g. violence, particularly pre-planned; forcing the use of drugs or alcohol), emotional abuse (e.g. bullying, blackmail, extortion, threats, intimidation), sexual abuse (e.g. indecent exposure, touching, sexual violence and sexual harassment, sexting, forcing the watching of pornography or upskirting, which is a criminal offence and typically involves someone taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm and/or sexual exploitation (e.g. photographing or videoing indecent acts).

Sexting is sending or posting sexually suggestive images, including nude or semi-nude photographs, via mobiles or over the internet. At Cressex Lodge School we have a 'no devices in school' rule, however, if any devices need to be seized and passed onto the police, then the device(s) will be confiscated, and our safer schools police officer will be contacted. The device will be turned off and placed in the safe until the police are able to come and retrieve it.

In this case, the allegation must be logged as a safeguarding concern and will be dealt with by our designated safeguarding lead. Further guidance on this area can be found in our keeping children safe in education policy.

This policy should be read in conjunction with 'keeping children safe in education', 'behaviour management' and 'online safety' policies.