



Rosebank School

Listening, Responding, Learning

ANTI-BULLYING POLICY

DATE OF THIS POLICY:	October 2022
Ratified by governors:	November 2022
Frequency of update:	Every 2 years
Due for revision:	October 2024
Person responsible:	Headteacher

ROSEBANK SCHOOL

ANTI-BULLYING POLICY

CONTEXT

At Rosebank School we believe that every pupil is respected as an individual and their self-awareness, independence and life skills are promoted. This policy provides one set of guidelines by which this intention is translated into everyday practice.

This policy should be read in conjunction with the following Rosebank School policies and guides:

- Positive Behaviour Support Policy
- PSHE Policy
- Safeguarding Policy

AIMS

The whole school community will work together to eradicate bullying by ensuring the development of a caring and supportive ethos.

Our aim is to ensure that structures and procedures are in place to prevent bullying, and that incidents of bullying are recorded and dealt with seriously.

UNDERSTANDING 'BULLYING BEHAVIOUR' AT ROSEBANK

All behaviour is a form of communication and, at Rosebank, behaviour which may appear to be bullying can be understood as an expression of a pupil's difficulties, ie an aspect of their diagnosis of Autism. In most situations, the pupil will have little understanding of the impact of their behaviour on another child.

DEFINITION OF BULLYING

Bullying is a deliberate hurtful behaviour where a person or group intend to physically and/ or emotionally hurt another person or group. Bullying can be peer to peer, pupil to staff, staff to pupil, staff to staff.

Bullying can mean many different things, and can include actions which some adults might dismiss as unimportant or trivial.

Definition of bullying: - defined as behaviour that is:

- Repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

FORMS OF BULLYING

Bullying behaviour may be displayed in the following ways:-

Emotional

- being unfriendly
- teasing (e.g. taking personal objects, name calling) and/ or using language to humiliate or scare
- excluding
- Gossiping; excluding people from groups and spreading false and hurtful Rumours

Physical

- Biting
- Punching
- Slapping
- Pushing
- Kicking
- Scratching
- Pulling hair

Racism

- Name calling
- Gestures

Sexual

- unwanted physical contact
- sexually abusive comments

Homophobic

- because of, or focussing on the issue of sexuality
- Name calling

PUPILS

Pupils at Rosebank will be taught:

- To respect other pupils.
- To regulate their own behaviour.
- How their behaviour affects others.
- To develop self-awareness and an understanding of the impact of their behaviour on others.
- To know how to say 'no' and seek help from staff.

Staff will take measures to prevent all forms of bullying among pupils. Any incident

should be clearly recorded by the class team on a behaviour chart. This ensures that staff track incidents and can put strategies in place to support pupils understanding and emotional regulation. If bullying does occur, incidents will be logged on CPOMS for both the perpetrator and the targeted pupil.

STRATEGIES TO ADDRESS BULLYING

Staff at Rosebank will draw from a wide range of strategies to prevent and deal with bullying, according to the individual needs of the pupils involved. These will be incorporated within Individual Positive Behaviour Support and Management plans.

Strategies used include:

- Symbols;
- Social stories;
- Role-play;
- Class rules;
- Bullying will be included in Key Stage 1 and 2 PSHE curriculum;
- Cyber-bullying will be included in the ICT curriculum throughout school where appropriate;
- Staff will be vigilant to look for the signs of bullying when pupils are not able to disclose that they are being bullied.

CYBER-BULLYING

Cyber-bullying can occur between peers and across generations. The audience can be large and reached rapidly. People who cyber-bully may attempt to remain anonymous. Some instances of cyber-bullying are known to be unintentional, e.g. something sent as a joke may cause offence. Cyber-bullying incidents can act as evidence and it is important that staff and pupils know how to respond to it. Bystanders can become accessories to cyber-bullying e.g. by passing on a humiliating image.

- Use of the internet
 - social media, email & internet communication apps
 - involve inappropriate communications in the use of unsuitable digital and video images within social media sites.
- Mobile phone
 - threats by text messaging & calls. Misuse of associated technology, e.g. camera & video facilities

Our pupils are vulnerable to cyber bullying due to their lack of social understanding. It is important to monitor pupils' use of technology. Pupils are supervised when using Chromebooks, iPads and class computers. We have an

E-Safety agreed Practice statement in the Staff Handbook and E- safety for pupils

is included within the Computing curriculum.

PARENTAL CONCERNS

Parents who may have concerns about their child's welfare can contact the school immediately by telephoning to speak to classroom staff, our Family Support Worker, or the Headteacher. Staff will take immediate steps to investigate the problem and to ensure the well-being of the pupil. These steps will be communicated to the parents within 48 hours.

STAFF

Professional relationships between members of staff are encouraged at Rosebank. There is a legal requirement for the employer to provide a safe place of work. The Local Authority and Governing Body have a responsibility to ensure that this legal responsibility is fulfilled. The Headteacher has a duty to ensure the health, safety, and welfare of employees. As bullying can damage the mental health of an individual, it is clear that its eradication in the workplace is paramount. Allegations of bullying by staff at Rosebank will be investigated thoroughly and taken seriously.

STAFF-PUPIL

Staff have a duty of care to pupils. Bullying of a pupil by a member of staff will be investigated thoroughly and taken seriously.

REPORTING AND MONITORING

In the event that bullying behaviours are reported or observed; the member of staff who has that information should report it to the class teacher for follow up action.

- The behaviour concern should be recorded on CPOMS, Family Support Worker and Headteacher will be alerted to the behaviour concern.
- The class teacher should then investigate to determine the facts behind any arising issue. Where the issue is complex or not easily resolved the teacher should, as appropriate, seek further advice from the Assistant Headteachers. Follow up actions should be devised, recorded and aimed at addressing bullying behaviours. In the event that bullying behaviour is not successfully changed or prevented; and that agreed strategies do not show indications of working then the matter should be referred to the Head Teacher.

HOW WILL WE KNOW THIS POLICY IS WORKING?

- Pupils and staff will feel supported and safe at Rosebank.
- Pupils will be able to voice their concerns to an adult they can trust.

- Staff will be able to recognise the signs of bullying in a pre-verbal pupil.
- Staff will conduct professional relationships with their colleagues and there will be an ethos of caring and trust.
- Incidents of bullying will be reported, investigated and taken seriously.

POLICY REVIEW

This policy will be reviewed biennially in consultation with governors (including parent governors) and staff.