



Rosebank School
Learning together, celebrating success

ANTI-BULLYING POLICY

DATE OF THIS POLICY:	DECEMBER 2018
Ratified by governors:	December 2018
Frequency of update:	Every 2 years
Due for revision:	DECEMBER 2020
Person responsible:	Lucy Lee

ROSEBANK SCHOOL

ANTI-BULLYING POLICY

CONTEXT

Rosebank School Mission Statement states: " every pupil at Rosebank 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 and Management Policy
- PSHCE Policy
- Equality Scheme and Objectives
- Home-School Policy
- A guide to the theory and practise of meeting the need of pupils with ASC in Rosebank School.

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.

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 PSHCE 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.

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.

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.