



Anti-Bullying Policy

DETAILS OF POLICY

Original policy created by:	Jo Sedgwick
Date of most recent review:	September 2022
Reason for review:	Update
Adopted by:	SLT
Parties communicated to:	All stakeholders
Methods of Communication:	School intranet, induction, website
Next planned review date:	September 2023
Persons responsible for audit review of policy:	Whole staff group

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at SwitchED2. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

Emotional	-	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	-	pushing, kicking, hitting, punching or any use of violence
Racist	-	racial taunts, graffiti, gestures
Sexual	-	unwanted physical contact or sexually abusive comments
Homophobic	-	because of or focusing on the issue of sexuality
Verbal	-	name-calling, sarcasm, spreading rumours, teasing
Cyber	-	all areas of internet such as, e-mail and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

SwitchED2 have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- At SwitchED2 we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Doesn't want to be driven to SwitchED2 in the taxi
- Changes their usual routine
- Is unwilling to come to SwitchED2
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to staff immediately
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents will be informed and asked to come in to a meeting to discuss the problem
4. If necessary and felt to be appropriate, police will be consulted
5. The bullying behaviour or threats of bullying will be investigated and the bullying should therefore stop immediately
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) will be asked to apologise. Other consequences may take place
2. In serious cases, suspension or even exclusion will be considered
3. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place again

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

1. Talk the issue through with individuals keyworker
2. Writing a set of school rules
3. Signing a behaviour contract
4. Writing stories or poems or drawing pictures about bullying
5. Reading stories about bullying or having them read to the class
6. Making up role-plays (or using KIDSCAPE role-plays)
7. Having discussions about bullying and why it matters

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0300 0115142
KIDSCAPE Parents Helpline (Mon-Fri, 10.00 – 4.00)	020 77303300
Parentline Plus	0808 800 2222
Bullying On-line	www.bullying.co.uk