

## Anti-Bullying Policy

**Bully:** a person or group behaving in such a way which meets needs for excitement, status or material gain and which does not recognise or meet the needs and rights of others who are harmed by the behaviour.

**Victim:** a person or group that is harmed by the behaviour of others who does not have the resources, status, skill or ability to counteract or stop the harmful behaviour.

The bully and victim are in a 'relationship' that persists over time and is characterised by the continuing fear the victim feels, even when the bully is not there. In this way, bullying differs from chance or random acts of aggression.

Bullying is an insidious social problem which can take several forms:

- **Physical:** pushing, kicking, hitting, pinching, any forms of violence plus threats of violence
- **Verbal:** name-calling, sarcasm, spreading rumours, persistent teasing
- **Emotional:** tormenting, threatening, ridicule, humiliation, exclusion from groups or activities
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** unwanted physical contact, abusive comments (Kidscape)

Bullied pupils are unlikely to perform well at school, exhibiting some or all of the following characteristics:

- Unwillingness to come to school
- Withdrawn isolated behaviour
- Complaining about missing or damaged possessions
- Refusal to talk about the problem
- Being easily distressed
- Having damaged or incomplete work.

South Derbyshire Support Centre undertakes to ensure that all people connected to the centre understand and work to the following statement:

**'South Derbyshire Support Centre pupils and staff will not tolerate bullying in any form by any person.'**

We seek to address this problem by:

- Seeking to encourage tolerance and consideration of others as laid out in South Derbyshire Support Centre's behaviour agreement.
- Using appropriate parts of the curriculum and everyday life in the centre to teach the values that show bullying to be unacceptable.
- Using appropriate parts of the curriculum and everyday life at the centre to help pupils develop and practise social skills.
- Supporting pupils in discouraging and reporting bullying. Encouraging 'telling' to be seen as acceptable and responsible.
- Bullying being seen as a priority by all members of staff. Disapproval of bullying to be immediate, vigorous and unambiguous.

- Identifying individuals who might be particularly vulnerable and considering what might need to be put in place to support such individuals.
- Follow-up work being undertaken with both bullies and victims.
- Ensuring adequate supervision of pupils at all times and throughout the school site.

## Procedures

Bullying is a complex issue, and it is difficult to lay down hard and fast rules for how incidents of bullying should be addressed. Some general guidelines:

- The limits of acceptable behaviour must be made clear to all pupils. These limits need to be continuously reinforced. Behaving within acceptable parameters should be praised and rewarded; breaching the parameters should be challenged immediately and consistently.
- Bullies and victims both need support. Bullies and victims need help with the development of assertiveness (rather than aggressiveness or passivity) and social skills. Both, also, suffer from a lack of self-esteem.
- All pupils should be encouraged to report instances of bullying to members of staff, whether as victims or observers. It should be made clear that *not* reporting instances of bullying witnessed is not how we seek to operate as a community, whilst understanding the difficulty for some of our pupils of 'grassing' to adults.
- When a bullying incident has occurred the staff at South Derbyshire Support Centre will;
  1. Hold brief, non-confrontational, individual 'chats' with each pupil in a quiet room without interruptions – the bullying pupils first.
  2. Get agreement that the bullied pupil is unhappy and that they will help improve the situation – if they cannot suggest ways to do this be prescriptive.
  3. Chat supportively with the bullied pupil – helping them to understand how to change if thought to have 'provoked' the bullying.
  4. Check progress a week later then meet all involved to reach agreement on reasonable long-term behaviour – at this stage participants usually cease bullying.
  5. Staff to check whether the bullying starts again or targets another pupil using biweekly keyworker sessions to talk to the pupils.
  6. Both parents of the pupils involved to be informed of the situation and that it is to be monitored in the first instance with a weekly review.
  7. If bullying persists, combine the method with some other action targeted specifically at the children which will be backed by sanctions in the Centre Behaviour Agreement. A parental meeting will be arranged so that further solutions can be discussed with all involved. One possible solution would be to use Community Group for general discussions of bullying.

## Responding to and Recording Incidents of Bullying

Each incident of bullying should be recorded on RM Integris. This record is confidential and will form part of the pupil's file.

- Pupils involved in incidents of bullying should not be individually named to other parties as most reports/incidents are 'alleged'

- A pupil's individual record should only be available to their parents/carers and not the complainant.
- The aim of the system is to place the incident on record; to be available to use as 'evidence' where an alleged bully has several incidents recorded against them and the parents/carers do not accept that their child is involved in these activities; to seriously address bullying issues and reassure parents/carers and pupils that the centre is dealing with these matters in a responsible and responsive fashion; and to provide a concise report of known bullying incidents and the manner in which they have been handled if claims are made after the pupil leaves the centre.
- It is acknowledged that there may be difficulty in deciding whether a particular incident is bullying or a case of two or more pupils having an altercation. It may, therefore, be prudent to record all incidents which are reported as cases of bullying and indicate on the incident sheet any uncertainty which may exist.
- The Key Worker is responsible for the administration of this system.

## **Responsibilities**

The Headteacher is responsible for ensuring that the centre complies with this policy and that its related procedures and strategies are implemented.

The Management Committee is responsible for ensuring that this policy and its related procedures and strategies are implemented.

The policy is reviewed on an annual basis; its impact is evaluated and necessary changes form part of the centre annual development plan. The centre considers that this issue is of such importance that it has enrolled on the Derbyshire Anti-Bullying Commitment scheme.

**The policy is open for perusal by any interested parties.**