Causeway School

Learning and Leading Together
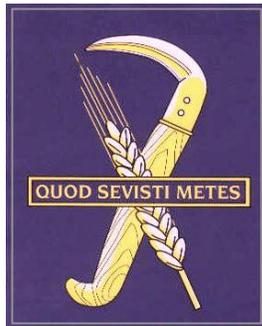
Anti-Bullying Policy

Approved By	IEB
Date	1st December 2016
Date for Review	December 2017
Written by	EMS

The aims of the Anti-Bullying Policy

At the Causeway School we are committed to creating an environment where children and young people feel safe, respected and valued, where bullying behaviour cannot flourish.

The objectives of the Strategy are to:

- Ensure consistent recording and monitoring of incidents of bullying in order to support evidence-based practice.
- Prevent bullying in school and in the wider community.
- Develop appropriate strategies to minimise the effects of bullying

Recognise the importance of actively listening to and involving children and   young people to ensure that anti-bullying strategies are realistic and meaningful

Definitions

We believe that bullying:
- Goes on for a while, or happens regularly.
- Is deliberate. The other person wants to hurt, humiliate or harm the target.
- Involves someone (or several people) who are stronger in some way than the person being bullied. The person doing the bullying has more power; they are older, stronger, there are more of them or they have some 'hold' over the target (e.g. they know a secret about them).

Because these three things happen together for something to be called 'bullying', we believe that bullying is not:
- A one-off fight or argument
- A friend sometimes being nasty
- An argument with a friend

We try not to confuse friendship problems with bullying.

Relational conflict vs	Bullying
Equal power	Imbalance of power
Happens occasionally	Repeated negative action
Accidental Deliberate Remorseful	No remorse
Effort to solve problem	No effort to solve problem

There is no neat or simple definition of bullying but most agree that bullying is:
'deliberate, hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend him or herself'.

Bullying can manifest itself in many ways, such as physical, verbal/non-verbal, psychological, emotional or a combination of the above. Methods of bullying include

name-calling; teasing; threats; offensive comments; kicking; hitting; pushing; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours. These actions can be done face to face, via third parties, or via other means such as text messaging, emails or in Internet chat-rooms.

Bullying of specific groups

It is recognised that certain groups of children and young people may be more vulnerable to bullying than others. We wish to be able to respond to the diverse communities we serve. These include:

- Racist bullying
- Sexual harassment/bullying
- Bullying of pupils with special educational needs or disabilities
- Homophobic bullying
- Bullying of Looked After Children

Procedures

1. If a student feels bullied they should tell an adult who will arrange for a "Statement" to be collected from all the students involved.
2. The Development Mentor will investigate the incident described.
3. The Development Mentor will discuss with the House staff the appropriate actions required.
4. The Development Mentor will follow the Anti-Bullying Checklist.
    - Parents will be contacted
    - Bullied student will be contacted
    - Incident/incidents will be investigated and recorded on Statement Forms
    - Plan discussed with the victim and parents of target and aggressor/s
    - Plan put into place
    - Complete appropriate records in SIMs.
    - Parents of all parties informed of outcome.

Some suggested approaches to dealing with situations.

No blame approach
Peer mediation
Peer mentoring
Peer advocacy
Circle Time
Circle of friends
Assertiveness training for victims of bullying
Restorative mediation
Issues addressed through PHSE/Tutor programme/Assemblies
Involvement of the Police Safety Officer

Process for review and development
This policy will be reviewed each year.
The Director of Inclusion responsible for students who feel bullied will:
- Review SIMS data to monitor and respond to the major issues
- Ensure appropriate documentation/records are kept
- Manage a review of the safety of students each year

Interim Executive Board
To assign a named Interim Executive Board Member who will be fully informed about developments that take place regarding bullying of students. This is allocated to the Safeguarding member.