



Kisimul School

Operational and Education Policy and Procedure Anti-bullying

Policy

Kisimul School operates a whole school policy which has regard to the DCSF guidance "Safe to Learn: Embedding anti-bullying work in schools". The School has formulated a set of strategies within the whole organisation. The strategies enable staff to be aware of the possibility of bullying and staff will be taught how to act effectively to curtail any incidents of bullying. The strategy provides a framework within which any actions can be implemented and their effectiveness reviewed. All staff will be trained appropriately with regard to bullying and its implications.

Bullying – the wilful, conscious desire to hurt, threaten or frighten someone which can and does take place over an extended period of time. No-one shall be subject to torture or degrading treatment or punishment (Article 3 of the Human Rights Act 1998)

It is the objective of Kisimul School to ensure that bullying takes place as little as possible and that effective countermeasures are implemented. In our particular circumstances it is imperative that the staff are vigilant, as many of our pupils cannot communicate properly and are in a potentially vulnerable situation. Good communication within the School helps anti-bullying procedures to operate effectively.

Procedure

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves and deliberately making people feel uncomfortable by using derogatory language. Bullying may be physical (such as hitting and theft), verbal (such as name calling or making racist remarks) or indirect (such as spreading rumours or excluding someone from social groups).

Kisimul School has strict procedures when dealing with incidents of bullying. These procedures are to be followed by all staff both in the residential and the school setting.

It is the objective of Kisimul School to ensure that all incidents of bullying are dealt with as quickly as possible and that the bully is made aware that this kind of behaviour will not be tolerated.

- All staff and pupils are to be made aware that bullying is wrong and will not be tolerated.
- Pupils to be taught to say no and how to ask for help
- Any victim of bullying should have the opportunity, and should be encouraged to seek out a member of staff for advice.
- With constant staff supervision pupils should only have a very limited opportunity to initiate bullying.
- If staff become aware of bullying or have any indication that it is taking place they must intervene immediately.
- If the bullying incidents are reoccurring staff are to be extremely vigilant about supervision.

Intervention Procedures

Immediate steps to be taken by the School when dealing with a bullying incident:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- Information about the bully and his/her tactics is to be recorded in the handing over file and must be discussed at handing over times and within the team meetings.
- A clear account of the incident will be recorded and given to the Head of School or the Head of Care
- The Head of School/Head of Care will interview all concerned and will record the incident
- Appropriate teachers and classroom assistants will be kept informed and requested to continually observe interactions between the pupils
- Sanctions will be used as appropriate and in consultation with all parties concerned

Pupils who have been bullied will be supported by:

- Re-assuring the victim by offering help and support. Ensure that they realise that asking for help is the right thing to do.
- Assure the victim that prompt action will be taken to stop the bullying.
- The victim must be assured that if any reoccurrence of bullying takes place they must inform staff.

Pupils who have bullied will be supported by:

- Explaining that he/she has been accused of or caught bullying.
- Encourage the bully to understand the victim's point of view.
- Explain that this is unacceptable behaviour and makes other pupils unhappy.
- Impose sanctions in accordance with the individual's behaviour strategy. Be aware that any aggressive actions give the message that it is alright to bully if you have the power.

- Explain that if bullying continues further sanctions will have to be imposed, and how, i.e. withdrawal of privileges.

Other agencies which may need to be informed by staff team:

- Parents
- Pupils' social worker / placing authority
- Ofsted under a notifiable incident if appropriate

There will be reduced opportunities for bullying in schools where there is a general encouragement of tolerance and consideration/respect for others. (Croner 2000)