



Archers Brook SEMH Residential School

Anti-Bullying Policy

Statement of Intent

In meeting the seven standards of anti-bullying practice outlined in the CWAC strategy; the aim of this anti-bullying policy is to ensure that pupils at Archers Brook School learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

The school sees the issue of bullying as an extremely serious matter.

The school operates a continuous 'anti-bullying' campaign through its form staff as part of their pastoral care, PSD lessons, information in classrooms and assemblies. All pupils are therefore aware that such anti-bullying behaviour must not be instigated or tolerated. If incidents do 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 sexual 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 email and internet chat room misuse
mobile threats by text messaging and/or 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. This should include learning how to avoid listening to whispers of their peers who are instigating conflict between them and another pupil.

Staff at Archers Brook School have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- School council members to champion anti-bullying throughout school community.
- All governors and 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.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- To uphold the standards set out in the CWAC strategy for anti-bullying practice.
- To ensure that the local authority can uphold its responsibility to the members of our school community.

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:

- is frightened of getting in the taxi to or from school
- doesn't want to go on the school bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- 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"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is 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
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behavior

The Governing Body reserves the right to review individual cases and respond to these circumstances appropriately and at the appropriate level of intervention even if this supersedes the hierarchy of intervention in the policy above.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. If possible, the pupils will be reconciled
3. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
4. The Archers Brook pupil council have offered to be involved in supporting the reconciliation process between bully and victim. They are also prepared to assist perpetrators in developing their understanding of tolerance towards others and what it means to be part of a school community.

Prevention

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

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

This Anti-Bullying Policy was adopted by the Governing Body in February 2011.

J Hilditch
June 2011
Reviewed September 2016
Reviewed and amended September 2016

Signed:
Mrs Myers-Whittaker
Headteacher

Date:

Signed:
Mr R Crompton
Chairman of Governors

Date:

Next review September 2018