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Anti-Bullying Policy

The Anti-Bullying policy has been produced in an effort to raise awareness of bullying and the need for the school, the clinician and the community to work together to deal with incidents effectively. At Park Lodge School (PLS), we believe that every student has the right to learn, the right to respect and the right to safety. We expect all staff and young people to behave in a way that maximises learning and enjoyment for all students regardless of differences due to: disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. (Equality Act 2010.) The Equality Act places a duty on schools that has three aims. It requires PLS to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Aims:

It is within this context that we aim to ensure all young people at PLS find their voice, realise their potential, invest in their future in an environment where they can learn and enjoy in a 'bully-free' environment.

We also understand the serious consequences bullying can have on ensuring positive outcomes for young people in terms of their enjoyment, achievement, safety, economic well-being and participation. Therefore, we have a zero tolerance of bullying. Bullying behaviour can be directed at students because of many issues, including: high or low ability within the context of the School's

ability range, appearance/health conditions, disability/SEND, friends/social issues, wealth/status/home circumstances, race/religion, culture/interests/politics and sexuality (here bullying may be sexual, sexist, or homophobic).

The Sex and Relationships, and PSHE programmes will consider bullying and aim to discourage bullying based on sexism, homophobia, appearance and other sex/relationship issues. At PLS we recognise that bullying is a behaviour concern, and the School Promoting Positive Behaviour clearly shows that in order for all young people to feel safe, staff and students need to ensure that they are working together to actively prevent bullying.

Definition of bullying behaviour:

PLS defines bullying as a lack of respect for others. Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group, either physically or emotionally. It is behaviour that attempts to hurt, frighten, humiliate or threaten someone particularly if the behaviour is repeated or persistent. We recognize that bullying can take many forms:

- Physical – hitting, pinching, biting, pushing, shoving, taking or damaging belongings, stealing money.
- Verbal – name calling, insulting, racist or sexist or homophobic remarks, mocking, teasing, intimidating, threatening or demanding money, making things up to get someone in trouble or exclude them.
- Indirect - Spreading rumours to promote hatred and isolation, writing or drawing offensive graffiti, taking friends away from someone or excluding someone from the group.
- Cyber-bullying - sending abusive text messages or e-mails to someone or a group, posting abusive messages on social network sites (like Facebook), spreading rumours or making threats on social network sites (like Facebook), posting pictures or information about someone on the internet to promote hatred and isolation and to humiliate and hurt.

Principles:

1. Young People and staff agree that bullying involves behaviour which is deliberately hurtful and which causes pain and distress to the victim(s)
We also agree that bullying:

-Can take many forms, including physical acts of aggression, threatening behaviours, stealing, humiliation, verbal abuse and cyber-bullying.

-Can take the form of directly aggressive acts or indirect behaviours including spreading rumours, social exclusion and personal criticism.
2. Staff and young people want the service to have a safe environment in which everyone is respected, valued and properly validated.
3. It is acknowledged that under the Equality Act 2010, the Management Committee and proprietor are required to eliminate all forms of discrimination including on the grounds of race, disability, gender, age, sexual orientation, religion or belief and gender reassignment.
4. The service acknowledges that it may need to draw on a range of stakeholders to support the young person who is being bullied and/or to tackle the underlying issue which has contributed to a child acting as a bully.
5. We acknowledge that, almost without exception, young people may have experienced bullying by peers in previous settings. While no form of bullying will be tolerated, incidents of bullying will be understood and responded to within the context of the extreme forms of distress and suffering which all our young people experience.
6. All incidents of bullying will be recorded and discussed on regular occasions to ensure that all members of staff behave in a consistent manner. This will ensure that the service properly discharges its responsibility under Section (89)5 of the Education and Inspections Act 2006 to regulate young people's conduct when they are not on the premises and are not under the lawful control or charge of a member of staff.
7. In addition, we may need to liaise with external professionals regarding incidents of bullying including for example a young person's social worker.

8. Whenever appropriate, the Service will work collaboratively with parents and carers in order to prevent and tackle any bullying that occurs.
9. It is acknowledged that under the Children Act (1989) a bullying incident should be addressed as a child protection concern when there is reasonable cause to suspect that a child is suffering or is likely to suffer significant harm. In such circumstances, the service will report its concerns as per the safeguarding policy
10. It is acknowledged that some forms of harassment and threatening behaviour could be a criminal offence under the Protection from Harassment Act (1997), or the Malicious Communications Act (1988), or the Communications Act (2003) or the Public Order Act (1986). If the service feels that an incident of bullying constitutes a criminal offence the police will be informed.
11. Staff are expected to establish and maintain a culture of trust in which issues and concerns, including bullying, can be openly shared and discussed among peers and among young people and staff.
12. Bullying and how to deal with bullies will be a topic that is incorporated into delivery at each site e.g. schemes of work such as PHSE or for example in discussions about literature and film or young people's forum so that it becomes a topic that can be freely discussed.
13. Underlying all delivery will be a social and emotional component that addresses and facilitates the development of a sense of self-worth, respect and concern for others, the confidence to speak openly and the development of assertiveness skills.
14. The ethos of the service will be one of positive reinforcement with acknowledgement and validation of young people for attendance, good behaviour, effort and achievement.
15. All members of the service are expected to be attuned to the presentation of young people and notice any changes in disposition, motivation and/or mood and be alert to any possible consequences of bullying behaviours.

Managing acts of Bullying:

At Park Lodge School, we recognise that if bullying is to be dealt with effectively all staff need to take the appropriate action to ensure the victim is supported and the bully is challenged. The bullying behaviour or threats of bullying will be carefully investigated, and the bullying stopped quickly.

In serious cases parents will be informed and may be invited to a meeting to discuss the problem. Once the full facts are known, the precise response to any particular incident will depend on a variety of factors, including its severity and character, the age of the pupils concerned, and the previous behaviour of the perpetrator. In most cases, there will be key elements to our response:

- A. The bully will learn that her actions have consequences. Appropriate sanctions may be imposed, depending on the individual circumstances of the case, in accordance with our Discipline and Behaviour Policy. In the most serious cases, suspension or even exclusion may be considered.
- B. The young people concerned will, if possible, be reconciled. The bully will be expected to apologise and, in cases of theft or damage to property, where possible make restitution.
- C. All young people concerned will be offered support. The victim will be helped to regain their confidence and be reassured that what has happened was not their fault. The perpetrator will be helped to understand the distress they have caused and guided towards learning better ways to handle interpersonal relationships.
- D. The behaviour of the bully will be monitored, so that any repetition of bullying can be swiftly dealt with and improvements reinforced.
- E. If there is evidence that a child is suffering or likely to suffer significant harm, the bullying incident should be treated as a Child Protection Issue and reported to the Designated Safeguarding Lead.
- F. If there is evidence that the incident is of such gravity that a criminal offence may have been committed, such as a threat to harm or public defamation, it may be necessary to contact Children's Services or the Police.

Record Keeping:

In cases of serious bullying, the incidents will be recorded in the bullying log. The log is confidential and a full picture of related incidents can be seen. The following information should be recorded:

- The names of the pupils involved or alleged to have been involved in the incident.
- Where and when the incident happened or was alleged to have happened.
- What happened or was alleged to have happened.
- What action was taken.
- How it was followed up.
- The school will review bullying incidents termly (if there are new instances arising) or annually through a panel of relevant staff to determine any patterns and/or the effectiveness of the remedial action.

Quality Assurance and Impact:

Any incidence of bullying will be entered in the schools bullying log. Any incidence of bullying and the outcomes will be reported to Park Lodge MDT meetings and incidents are reviewed by the advisory board.