

ANTI-BULLYING POLICY PORTFIELD SCHOOL

Policy Number	PS36
Policy Name	Anti-bullying Policy Portfield School
Issue Date	April 2023
Review Date	September 2024
Owner	Headteacher
Reviewing Body	Approved by Board of Governors

Version	Amendments	Date	Initials
2.0	Annual Review – N/A	April 2023	SGB

1.0 Context:

Portfield School is an autism specialist school. All students on roll have a diagnosis of autism and associated learning needs. Some students may present with behaviours of concern such as harm to self or others or damage to property.

2.0 Aims:

This policy adheres to the United Nations convention on the Rights of the Child Article 19 which states ‘All students should be protected from violence, abuse and neglect’.

All adults and students at Portfield School have the right to work free from harassment, humiliation and abuse. Bullying in any form, whether physical, verbal or cyber will not be accepted. Every person who is part of Portfield School has a responsibility to take action if they are aware of bullying. The school will aim to prevent bullying by delivering an anti-bullying programme through the Relationships, Sex and Health Education curriculum and computing lessons. These lessons may be delivered during discreet timetabled slots, circle time or through other areas of the curriculum. The organisation, administration and practices within the school will reflect the commitment to the prevention of bullying. The Relationship, Sex and Health Education Policy, Behaviour Policy, Safeguarding Policy and Equality and Diversity Policy should also be referred to in conjunction with this policy.

3.0 Definition of bullying:

- Behaviour that causes emotional or physical harm to a target or group e.g. name calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; text messaging and e-mailing where it is unwelcome; online harassment / cyber bullying, gossiping; threatening gestures and looks; ignoring; malicious notes; excluding people from groups and spreading hurtful and untruthful rumours.
- Repeated over time.
- Can include attitudes of prejudice (racial and sexual harassment/sexual orientation and gender e.g. homophobic comments, disability references)
- Enacts an imbalance of power between those involved.
- Is carried out by someone who is actively seeking to harm, intimidate or coerce someone perceived as vulnerable.

4.0 School Values and principles in relation to bullying:

Portfield School is committed to a policy of equal opportunities for all, founded on the principles of trust, responsibility and respect for others. It is our belief that it is the basic right of all students to access their education free from fear and humiliation, oppression and abuse.

Aims:

- To create and maintain a secure and safe environment for students in our care, so that parents may send their students to school confident in the knowledge that we will do everything in our power to protect them from bullying.
- To ensure staff consistently model positive behaviour in their interactions with each other, with parents and carers, and with students.
- To have a set of clear, inclusive values that are understood and lived by all members of the school community.
- To have a behaviour policy that is explicit regarding the way in which students should treat each other and the messages are consistently reiterated and reinforced
- To ensure students and staff understand the importance of using inclusive and non-derogatory language.
- To help students to understand the difference between play and interactions that can threaten or hurt.
- To ensure that robust filtering and monitoring systems are in place and that all students and staff have up to date support and information regarding online safety and cyber bullying.
- To provide appropriate and regular training to give all staff the knowledge, skills and confidence to confidently teach students about diversity and the effects of bullying.
- To ensure staff consistently and firmly challenge inappropriate interactions, including prejudice-based and aggressive language.

5.0 Responsibilities:

Staff:

All staff are responsible for creating and maintaining a climate and attitude within the school which does not tolerate bullying. Valuing others and treating everyone, their property and the school with respect should be promoted at all times. Staff should model best practice and notices around the school must be positive and inclusive.

Staff are trained in Safeguarding, Positive Behaviour Support and Team Teach, to minimise incidents and protect themselves and others.

Students:

Students at Portfield School should be taught what constitutes bullying, the causes, effects and means of prevention. Students will be taught:

- That they have a duty to themselves and others in preventing bullying.
- That they play a vital role in the prevention of bullying.
- That action must be taken by reporting inappropriate behaviour to a member of staff as soon as it occurs.
- That those who tolerate bullies are supporting them.
- That positive action from peers can discourage bullying.
- The RSHE programme has a strong emphasis on relationships and students are encouraged to talk to family members and staff if they are worried about anything.
- That staff should address the issues and if there are any continuing difficulties these should be forwarded to the Designated Safeguarding Lead.
- That they can raise issues through the School Council and Pride Life Group.

6.0 Parents / Carers:

The Senior Leadership Team (SLT) and Governors will ensure that policies, practices and consequences are clear to parents through the school prospectus and home school agreement. The school will also involve the Safer Schools Community Team as necessary.

Parents are encouraged to contact the school immediately if they feel their child is being bullied. There is a dedicated email address for safeguarding which parents can use to report bullying incidents or raise concerns.

7.0 Procedure:

Bullying may be dealt with individually or within a class group according to the circumstances. In severe cases of abuse the Headteacher/ Designated Safeguarding Lead (DSL) should be informed immediately.

- All students must be listened to and all allegations of bullying investigated and recorded on My Concern.
- All instances of suspected bullying must be recorded whether they occur during lesson time or in the playground.
- The person who initially dealt with the incident will record the incident, those involved and the action taken.
- Parents/carers of all parties will be informed of the incident and action taken.
- If there are repeated incidents, the parents of all parties will be invited to talk to the class teacher with the Assistant Headteacher for their phase or Designated Safeguarding Lead and discuss support strategies for all students involved.
- These strategies may include individual / support Action Plans, and / or Behaviour Contracts.
- Concerns may be discussed with the school's Therapy Team or the Safer Schools and Community Team. Where appropriate information will be recorded on My Concern and any actions/follow up information.
- In severe cases, a student who is persistently threatening the safety and education of others and has not responded to the strategies put in place may be excluded from the school. This will be at the discretion of the Headteacher.
- Staff must use carefully considered strategies as it is essential not to reinforce the idea that bullying is a legitimate way of exercising power and control.
- The SLT support all staff in dealing with bullying should it occur and facilitate staff training and development. This will be acted upon and developed and form part of the School Development and Improvement Plan if deemed necessary.

8.0 Monitoring, Review & Evaluation:

This policy will be reviewed every year.

The whole school will be involved in the National Anti-bullying week.

9.0 This policy should be read in conjunction with:

- The Behaviour Policy,
- The Relationships, Sex and Health Education Policy,
- Equality, Inclusion and Diversity policy
- Safeguarding Policy