

The SABDEN Federation

Consisting of

Cuckmere House School

St Mary's School

New Horizons School

Lansdowne School

College Central

ANTI-BULLYING POLICY

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1 Introduction

Keeping children and young people safe and healthy, enabling them to enjoy and achieve, providing them with opportunities to make a positive contribution and achieve economic well-being are at the heart of our anti-bullying policy.

- Every child has the right to be treated with dignity and respect.
- Every child has the right to live in an atmosphere free from victimisation, discrimination, harassment and any other form of bullying behaviour.
- Every child has a responsibility to promote care, respect and co-operation in their relationships.

The SABDEN Federation is federation of three special schools for children with severe behavioural, emotional and social difficulties. Many of the pupils who attend the federation have experienced bullying either as recipients or perpetrators or both. For some pupils one of the significant reasons that they are placed with the federation is their discriminatory behaviour. As a consequence of this the federation schools addresses these issues constantly through the curriculum, through behaviour management, E-Safety, PSHE, particularly the social skills work, and through the general ethos of the schools.

- 1.1** As a federation of special schools we aim to produce a safe and secure environment where all can learn without anxiety.
- 1.2** This policy aims to produce a consistent federation response to any bullying incidents that may occur.
- 1.3** We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

2 What is Bullying?

Any behaviour (physical, verbal or written) that one person uses against another with the intention of causing emotional anguish or physical distress.

We believe bullying to be:

- An offence
- Cowardly
- Cruel

Examples of bullying suggested by our pupils are:

- Making people feel bad about themselves (Year 6)
- Intimidation, name calling, bossing around. (Year 7)
- Taking the mickey or teasing people for being disabled, a different race, a different gender or sexuality (Year 8)
- Violence, harassment (Year 9)
- Beating people up, name calling (Year 10)
- Threatening behaviour, verbal abuse, physical abuse (Year 11)

*"Bullying is bad it makes people sad" Ryan * "Help us stamp out bullying" Kieran*
"Don't be racist, say something pleasant" Daryl

3 Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is.
- All governors, 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/carers 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/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated. (1.3)

4 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 walking to or from school
- doesn't want to go on the school / public 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's 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.

5 Procedures (See Anti-Bullying Flow Chart Appendix A)

1. Report bullying incidents to staff. Staff will log all incidents on Behaviour Log in Year group's Communication Folders on the school main drive.

(A simplified version of this document is displayed in each classroom.)

2. When 5 low-level incidents have been recorded over 6 week rolling period, the person inputting the 5th incident informs Assistant Head/Deputy Head who speaks 1:1 with pupil concerned. This conversation is also logged and an entry of repeated low level bullying is recorded electronically and subsequently monitored.
3. In cases of serious bullying, the incidents will be reported direct to the appropriate Assistant Head and recorded electronically.

6 Consequences and Outcomes (See Anti-Bullying Flow Chart Appendix A)

1. The bully (bullies) may be asked to genuinely apologise. In serious cases, suspension or even exclusion will be considered
2. If possible, the pupils will be reconciled through peer mediation and empathy building in and out of lessons.
3. After the incident / incidents have been investigated and dealt with, each case will be closely monitored to ensure repeated bullying does not take place.

Pupils believe the following action to be appropriate in some cases:

1. negotiation of an anti-bullying contract
2. letter of apology
3. loss of graduate status/Golden Time
4. isolation at break-time
5. exclusion from options
6. after school detention
7. parent/carer meetings in school with Head of School and/or Head of Care
8. Involvement of outside agencies – such as Police

7 Prevention

All students are aware of the school policy on bullies and bullying. This is an issue addressed through PSCE, E-Safety Awareness, Circle Time and class group sessions. Particular focus is given to the issue during national Anti-bullying week (November of each year). Our intention is to use this national focus week as an opportunity to remind pupils of the school policy each year.

Pupils suggest that support is required for those identified as bullies and as recipients. They suggest that Care Staff are key in this role. Further they suggest an anonymous “box” could be used to communicate concerns to staff. Primary children have access to the ‘Worry box’ and incidents of bullying have been discussed at Circle Time using this.

8 Monitoring and Review

2 This policy is monitored on a regular basis by year teams and SMT who report to Governors about its effectiveness and request updates as necessary.

The anti-bullying policy is the responsibility of the Governors and they review its effectiveness annually.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204 www.kidscape.org.uk
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

The Anti Bullying Charter:

We are working with staff, pupils and parents to create a school community where bullying is not tolerated.

Our federation of schools community:

- Discusses, monitors and reviews our anti-bullying **policy** on a regular basis.
- Supports **staff** to identify and tackle bullying appropriately.
- Ensures that **pupils** are aware that all bullying concerns will be dealt with sensitively and effectively.
- Reports back quickly to **parents/carers** regarding their concerns on bullying.
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the **LEA and relevant statutory/voluntary organisations** when appropriate.

Recommended websites are:

www.anti-bullyingalliance.org.uk
www.kidsmart.org.uk
www.digizen.org
www.cybermentors.org.uk

(yr10/11)

This policy was endorsed by the Governors at their meeting on 21 March 2014

Signed _____

Chair of Governors

Signed _____

Executive Headteacher

The policy is next due for review on 1 March 2015

This document has been produced in consultation with the  who represent the students of the SABDEN federation.

