



Prospect School

Anti-Bullying Policy 2019-20

Prospect School is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

Aims and purposes of the policy

Aims

At Prospect School our aim is to create a happy, friendly environment within the school ensuring the wellbeing of each student and thus providing each individual the opportunity to develop fully while enjoying a safe and caring atmosphere. However, we are aware that students, particularly with social, emotional and behavioural difficulties, may display behaviour which may cause emotional or physical hurt to others.

There is however a difference between “bullying” and the ‘one-off’ frustrated verbal or physical responses of a student with severe learning difficulties.

This policy should be read in conjunction with the following school policies/documents:

- School mission statement and vision;
- School Prospectus;
- Behaviour for Learning Policy;
- Safe Handling Policy
- Building Resilience and Encouraging Positive Relationships Diagram (Appendix 1)

Rationale

It is the basic entitlement of all students at Prospect School that they receive an education free from humiliation, oppression and abuse.

Education is a compulsory factor in our society and therefore it is our responsibility at the School to ensure that it takes place in an atmosphere which is caring and protective. We have this responsibility towards the students and also towards the parents of the students, that, they may send their children to our school in the confident knowledge that they will be protected from bullies as far as possible. Bullying is anti-social behavior and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will the students be able to fully benefit from the opportunities available at the school.

1. Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The nature of bullying can be:

- **Physical** - such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** - such as damaging, stealing or hiding someone’s possessions

- **Verbal** - such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** - such as deliberately excluding or ignoring people
- **Cyber** - such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or other personal situation**
- **Related to another vulnerable group of people**

No form of bullying will be tolerated and all incidents will be taken seriously.

2. Reporting bullying

STUDENTS WHO ARE BEING BULLIED: If a student is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- **Report to a teacher**
- **Report to any member of staff**
- **Report by using the anonymous school bullying reporting box**
- **Call ChildLine to speak with someone in confidence on 0800 1111**

Reporting - roles and responsibilities

Staff: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the pastoral team.

Senior Staff: The Senior Leadership Team and the Head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

Parents and Carers: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour.

Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff.

Students: Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If students witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying on an incident reporting form and also record the incident centrally on the points system
- Designated school staff will monitor incident reporting forms and information recorded on the points system analysing and evaluating the results
- Designated school staff will produce termly reports summarising the information, which the head teacher will report to the governing body
- Support will be offered to those who are the target of bullying by the wellbeing team in school, or through the use of the restorative process.
- Staff will pro-actively respond to the bully, who may require support from the wellbeing team.
- Staff will assess whether parents and carers need to be involved
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly where actions take place outside of school

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on students' well-being beyond the school day. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on the points system and follow up actions and sanctions, if appropriate, will be taken for students and staff found using any such language.

6. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- The PDL programme of study includes opportunities for students to understand about different types of bullying and what they can do to respond and prevent bullying
- Tutor time provides regular opportunities to discuss issues that may arise in class and for tutors to target specific interventions
- Whole-school assemblies help raise students' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Black History Month and LGBT History Month.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and students across the school
- Restorative process provides support to targets of bullying and those who show bullying behaviour
- Students are continually involved in developing school-wide anti-bullying initiatives through consultation with school council and through the anti-bullying survey
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate

8. Training

The head teacher is responsible for ensuring that all school staff, both teaching and nonteaching (including midday supervisors, caretakers and librarians) receive regular training on all aspects of the anti-bullying policy.

9. Monitoring and reviewing

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with students. The policy is reviewed every 12 months, in consultation with the whole school community including staff, students, parents and carers and governors.

Date of last review: 17th September 2018

Date agreed and adopted by the FGB 11th February 2019

Date for next review March 2020