



Anti-Bullying Policy

November 2021

Date of next review: **November 2022**

Policy review dates and changes

Review date	By whom	Summary of changes made	Date implemented

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Statement of purpose

Prospect School is a place where every person has the right to be themselves and to be included in a safe, happy and friendly environment. Everyone at our school is equal and should be treated with respect. Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation. This type of behaviour de-values, isolates, frightens and affects an individual's ability to achieve.

Bullying is anti-social behaviour, it has long term effects on those who engage in such behaviour, those who are subjected to such behaviour and those around them; 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.

All members of the Prospect School community have a shared responsibility to promote positive relationships that respect and accept individual differences and diversity and to actively work together in creating a safe and happy environment, free from all forms of bullying.

Our definition of bullying

Bullying is hurtful or unkind behaviour which is targeted, deliberate and repeated.

Bullying can be carried out by an individual or a group of people towards another individual or group and often involves the abuse of power in relationships.

Bullying can involve all forms of harassment, domination and intimidation of others.

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, prejudicial or offensive language or threatening someone, sexualised comments or innuendo and ridiculing the actions of another.
- Indirect (social and psychological) – such as deliberately excluding or ignoring people, making inappropriate gestures, 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
- Religion or belief
- Culture or class
- Gender
- Sexual orientation
- Gender identity
- Special Educational Needs 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.

Reporting bullying – roles and responsibilities

Students have a responsibility to:

- Inform Prospect School staff (or someone they trust, such as a friend, family member or trusted adult) if they are being bullied or if they see someone else being bullied – both at school and on the way to and from school.
- Not retaliate.
- Follow the Prospect School Anti-Bullying Policy.
- Behave appropriately, respecting individual differences and diversity.
- Reinforce the message that bullying is not accepted or tolerated.
- Refrain from bullying others.

Students can expect to:

- Know that their concerns will be responded to by staff.
- Be provided with appropriate support.
- Take part in learning experiences that address key understandings and skills relating to bullying and harassment (e.g. PHSE curriculum).

Staff at Prospect School have a responsibility to:

- Model appropriate behaviour, respecting individual differences and diversity.
- Be vigilant and respond in an appropriate and timely manner to incidents of bullying according to the Prospect School Anti-Bullying Policy.
- Reassure students who are the victims of bullying.
- Reinforce the message that bullying is not accepted or tolerated.
- Treat all reports or observed incidences of bullying seriously.
- Ensure that students are actively supervised at all times.

The Senior Leadership Team have responsibility to:

- Maintain 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 the students.

Parents/Carers have responsibility to:

- Model appropriate behaviour, respecting individual differences and diversity.
- Be aware of the school's Anti-Bullying Policy and assist their child(ren) in understanding the consequences of bullying behaviour.
- Look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour.
- Advise their child(ren) not to retaliate and support and encourage them to report the bullying.
- Report any incidents of bullying to the school either in person, or by phoning or emailing the school office or a member of staff.
- Reinforce the message that bullying is not accepted or tolerated.

Responding to bullying

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

- Staff will record the bullying incident on CPOMS/file note.
- Support will be offered to those who are the target of bullying and when appropriate a restorative process will be employed.
- Staff will pro-actively respond to the bully in accordance with the school's Behaviour for Learning Policy.
- Staff will assess whether parents/carers need to be involved. In all cases of persistent and targeted bullying, parents/carers will be notified.
- SLT will assess whether any other authorities (such as the police or the Local Authority-LA) need to be involved, particularly where actions take place outside of school.

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/carers, and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

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 always be challenged by staff, but when this type of behaviour becomes persistent, appropriate follow up actions and appropriate consequences will be used in accordance with the school's Behaviour for Learning Policy.

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 Headteacher regularly reporting incidents to the governing body and LA. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School initiatives to prevent and tackle bullying

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

- The PDL/PHSE 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.
- Difference and diversity are celebrated across the school with learning embedded across the curriculum.
- 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.
- Working with parents/carers, and with our partners in the wider community to tackle bullying where appropriate.

Training

The Headteacher is responsible for ensuring that all school staff, receive regular training on all aspects of the Anti-Bullying Policy.

Monitoring and Reviewing

The Headteacher is responsible for reporting to the governing body (and the LA where applicable) on how the policy is being enforced and upheld. The governors are in turn responsible for monitoring the effectiveness of the policy through consultation with the Headteacher 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/carers and governors.