

Wolverdene Special School

Anti-Bullying Policy – November 2016

Produced By:	P van Walwyk, Headteacher
Approved for School: Headteacher: P van Walwyk Date: 15th November, 2016	
Approved by Governing Body: Chair/Deputy: L Bell Date: 15th November, 2016	

Introduction

The ethos of Wolverdene Special School is to provide a safe, caring environment where children can learn. It is therefore implicit that everyone in our School should have the same basic right of freedom from all forms of harassment. The policy on bullying is simple yet rigorously upheld; **bullying will not be tolerated**.

The School has a commitment to sustaining an environment where the pupils' safety, health, economic well-being, enjoyment, excellence and participation in the community are promoted as an effective anti-bullying culture. We want our pupils to be educated in a safe and secure environment where they can learn without anxiety and where relationships are based upon mutual respect.

Bullying is persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.

Bullying can take many different forms, but four main types are:

- **Physical:** hitting, kicking, taking belongings, destroying belongings;
- **Verbal:** name calling, insulting, racist remarks;
- **Social:** spreading nasty stories about someone, excluding someone from social groups; and
- **Cyber-Bullying:** making prank calls, texting or writing unkind things about someone online.

The School has a clear Behaviour Policy, which helps to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. The Behaviour Policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all that we can to prevent it. This is primarily achieved through the development of a School ethos in which bullying is regarded as totally unacceptable. The School's attitude towards bullying must therefore be evident to all, in every facet of School life.

This policy aims to produce a consistent attitude and response towards bullying.

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 whole issue of bullying.

Anti-Bullying Strategy

- **The role of Governors**

The Governing Body supports the Headteacher in the employment of anti-bullying strategies. This policy statement makes it very clear that the Governing Body does not condone any form of bullying in the community of our School, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Headteacher retains responsibility for reviewing the effectiveness of anti-bullying strategies and together with the Governors, reviews this policy on a regular basis.

Where a parent is unhappy with the action taken by the Headteacher in response to a bullying incident, they have the right to make a formal complaint to the Governing Body. The Governing Body should respond to any formal complaint within ten days and must notify the Headteacher of the need to conduct an investigation into the case and to report back to a representative of the Governing Body.

- **The role of the Headteacher, Deputy Headteacher and Senior Management Team**

It is the responsibility of the Headteacher, Deputy Headteacher and the Senior Management Team to implement the School anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the School policy and know how to deal with incidents of bullying.

The Headteacher, Deputy Headteacher and the Senior Management Team have the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in School. This is undertaken in a variety of ways, including through whole School assemblies, PHSE lessons and when dealing with specific incidences of inappropriate behaviour.

The Headteacher, Deputy Headteacher and the Senior Management Team have specific responsibility for developing a School climate of mutual support and praise, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming School, bullying is far less likely to be part of their behaviour.

Informal communications between staff and with parents are undertaken

immediately after a bullying issue arises. Where appropriate this is shared with other members of staff at staff meetings and ways of addressing individual problems are discussed.

- **The role of the teacher**

Teachers have a collective responsibility for discouraging and responding to any incidences of bullying. If teachers witness an act of bullying, they deal with the situation following behaviour procedures and involve a senior member of staff to provide support or appropriate sanctions. Teachers will be expected to make a written record of the circumstances associated with any incident of bullying; together with the action taken. These are subsequently shared with the parents of both the perpetrator and the victim of any bullying where appropriate.

Any continued or subsequent issue of individual bullying by a child is dealt with in line with our Behaviour Policy.

Teachers support all children in their class to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent bullying from occurring

- **The role of parents**

Parents have a responsibility to support the School's anti-bullying policy and to actively encourage their child to be a positive member of the School community.

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

The Home School Agreement provides a clear outline for parents to encourage their children to be a positive member of the School.

Dealing with reports of bullying

When an incident of bullying is encountered the following will happen:

- On the first occasion, the child in question will be interviewed by the class teacher, in the presence of the victim at some stage, and an amicable solution suggested that supports the victim and informs the perpetrator of the bullying. A child who is bullying is often unaware of the impact of their actions on other children. When the distress caused is pointed out it will usually stop;
- If a child continues to bully others, the Deputy Headteacher or Head of Care will interview the children concerned. If the Deputy Headteacher or Head of Care considers the matter to be of a more serious nature, the Headteacher will be informed and will also interview the children concerned. Parents may then be contacted and notified of the most appropriate course of action to be taken;
- In extreme cases the child who is bullying may be subject to an internal exclusion within the School. Upon return to the main School timetable, should the child continue to bully then they may be excluded for a fixed period of time.
- If, after the fixed period of exclusion, there are any further incidents, permanent exclusion from School may follow in line with Local Authority guidance.

Throughout each stage of the above, consideration should be given to the victim and where possible help given to them to develop skills to avoid further bullying.

The victim will be reminded of the systems that are in place within School to support them if they feel that they need help.

The perpetrator of the bullying should also be helped where possible by pointing out why their actions are wrong and how they can stop bullying. Should this be ineffective then professional agencies will be consulted where applicable.

The School's Family Worker and the Intervention Team are available in the School to listen to and discuss any pupil concerns. The Headteacher operates an 'open door' policy for all children if they feel they wish to discuss concerns with him.

The Family Worker is available in School should parents wish to discuss issues in relation to bullying.

Monitoring

The effectiveness of our anti-bullying strategies is monitored by the Headteacher and the Senior Management Team on an ongoing basis. If the need arises, written reports are submitted to the Governing Body identifying behaviour issues.

Review

This Anti-Bullying Policy will be reviewed annually.

Record of Reviews

Due Date	Actual Date	Headteacher Signature	Chair/Deputy Chair Signature
15/11/17			