

# Anti - Bullying Policy

**Greenside School**



**Approved by:** Governing Board

**Date:** June 2018

**Last reviewed on:** June 2018

**Next review due by:** June 2021

## **Introduction**

Greenside School does not tolerate bullying or harassment and recognises the damaging effects of all forms of bullying.

All members of the school community are dedicated to establishing and maintaining an environment in which everyone can learn, develop and enjoy life while feeling safe and secure.

We recognise that many of the students at Greenside have difficulties with challenging behaviours which can be directed towards to other students and we are committed to helping with these problems.

### **What is bullying?**

Bullying is a deliberately aggressive, habitual, hurtful behaviour causing pain or embarrassment to others.

It is an abuse of relative power

It is often repeated over a period of time

It is difficult for those being bullied to defend themselves

It can take on many different forms and can be physical, verbal or indirect

It can be planned and organised or it can happen suddenly and spontaneously

It can be carried out by individuals or groups

### **Bullying may include:**

Any form of physical violence such as, hitting, punching, kicking, pushing, spitting

Making aggressive, intimidating gestures or intruding into someone's personal space

Interfering with someone's property by stealing, hiding, damaging or destroying it

Making violent threats, using offensive names or insulting someone or their family

Telling lies, spreading rumours or making up stories about someone

Picking on someone or putting them down, belittling their ability and achievements

Making abusive or degrading remarks about someone's race, culture, religion or social background

Making sexually suggestive or insulting comments

Ganging up on someone or hurtfully excluding them from a group or activity

Ridiculing someone's appearance

Forcing someone to do anything against their will

### **Issues relating to severe learning difficulties (SLD) and autistic spectrum condition (ASC)**

The vast majority of young people those assessed as having SLD will have

problems with...

Communication.

Short and long term memory

Maintaining concentration

Understanding abstract concepts

Many pupils with SLD will have difficulties with...

Establishing and maintaining effective and meaningful relationships

Understanding the effect their actions might have upon others

Pupils with Autistic Spectrum Condition (ASC) may have a different perception of the world and its meaning. Their behaviour is a reflection of their difficulties in understanding the complexity of "ordinary life"

Many will have complex sensory needs

Many will experience high levels of anxiety

Most will encounter difficulties understanding and accepting change

The vast majority will experience problems in meeting and communicating basic needs such as hunger, thirst, pain and discomfort.

These factors contribute to some pupils presenting behaviours that place themselves and others at risk of harm.

Most direct their aggression towards staff. Some are aggressive towards other children. This is not bullying if it is not done with the intention of causing harm to that person in particular – if they are simply the unfortunate recipient of the problems the child is experiencing and expressing at that time.

Bullying implies a degree of forethought, and of malice. It has to be directed deliberately at a person and with the intent to hurt or harm that person with physical abuse or verbal insult. Some children in the school are capable of doing this. However the reasons for their doing so are always a part of their learning difficulty, emotional problems or their autism, and so the issues become less clear cut.

Bullying is unacceptable and staff work with these pupils on this aspect of their behaviour alongside all other elements.

### **Preventing bullying**

As a school community we will not allow bullying to go unreported.

This requires **staff** to:

Be positive models in words and actions at all times

Be observant of signs of distress and suspected incidents of bullying

Make efforts to discourage bullying by active patrolling during supervision duties

Dedicate time and effort across the curriculum to raising the profile of bullying and creating an ethos encouraging open discussion of the issue in the classroom

Take steps to help victims and act so as to remove them from further risk

Deal with all incidents promptly and according to the policy

Make sure that students are aware of the bullying policy

Keep parents informed and involved as partners in our anti-bullying efforts

Be consistent

This requires **students** to:

Refuse to be involved in any bullying situation

Report incidents of bullying to the nearest member of staff,

We believe that, as a first step towards dealing with bullying and violence in our school, we need to cultivate a whole-school atmosphere of mutual tolerance and respect. Respect is just as necessary when students address teachers, and teachers speak to students, as it is when students interact amongst themselves.

### **Reporting, recording and co-ordination of appropriate action**

All instances of bullying must be recorded in CPOMS, and the Head and or Designated Safeguarding Lead (DSL) informed immediately.

The Head DSL will ensure that all appropriate people (including parents and carers) are informed.

The Head DSL will co-ordinate the support required for all parties (including the bully and the bullied).

It is the responsibility of the Head to report to the governors and the Local Authority (LA) the number of incidents of bullying.