



Castle Hill School

ANTI BULLYING

Policy Created	2006
Committee	LGB
Last review	2017
Review frequency	3 years
Date to be reviewed	2020

General Policy Statement

At Castle Hill School we intend to provide a safe, secure, caring environment where every one is valued and respected equally. We aim to provide an inclusive education where children develop independent learning skills and are taught according to need whatever their age, gender, background, beliefs or abilities.

National legislation re disabilities, race relations and special education needs underpin this policy, which has also taken into consideration national, local and school policies on Special Educational Needs, Gifted and Talented, Equal Opportunities and Health and Safety.

Discouraging, preventing and responding to bullying

As outlined in the Positive Behaviour Policy; Castle Hill School aims to create a calm, positive and safe learning environment. We aim to achieve this by being:

- rewarding
- consistent
- nurturing
- happy
- accessible
- adaptive
- patient

We encourage good behaviour through positive relationships and promoting respect for self and others.

BULLYING

Bullying is the persistent use of aggression with the intention of hurting others and which results in pain and/or distress for the victim.

We understand that bullying involves the use of intimidation, coercion and the misuse of power. It can be physical or psychological involving verbal and emotional abuse.

We believe that we are able to monitor bullying at Castle Hill School and feel that our pupils have the confidence in staff to raise their concerns.

We would expect that:

- all staff, governors, parents and pupils have an understanding of bullying
- bullying is not to be tolerated
- all incidents are to be taken seriously
- that bullying is to be clearly monitored
- clear procedures should be in place for discouraging and preventing bullying and for dealing with recognised incidents of bullying

Implementation / Strategies for preventing bullying

All staff should be aware and guard against bullying. Staff are required to be extra vigilant as we also recognize that many of our pupils have communication difficulties and are not able to express fears and concerns.

To assist in prevention

- pupils are encouraged to report bullying
- Positive behaviour management strategies should be applied throughout.

Actions, Outcomes and Interventions

- incidents will be dealt with by a member of the senior management team and staff will be alerted to incidents and actions taken, either through weekly whole school meetings or at department meetings. Restorative practices should be used to achieve issue resolution.
- parents of all students involved in an incident will be informed on the same day as the incident
- follow up meetings will be arranged (within the following week) to ensure an effective conclusion is achieved. Parents will be fully informed and involved in this process.
- Records of incidents, meetings and outcomes will be collated in student files.

A range of prevention strategies will be applied.

These will include:

- ensuring that parents have access to the school policy
- discussing bullying with pupils including specific opportunities in PSHCE and in assemblies
- separate regular meetings with targeted groups to discuss behaviour
- the application of positive behavior principles throughout school
- providing appropriate levels of staffing
- providing quality play experiences at breaks and lunch times
- close monitoring
- the school rules being clearly

Breaks at lunchtimes

All staff, including LFSAs, should be aware of school policies related to behaviour management and anti-bullying strategies.

All breaks should be adequately supervised and all pupils monitored at all times.

LFSAs have regular meetings with SMT to maintain lunchtime routines and patterns of supervision.

Efforts made through funding from Extended Schools Provision for example Sports Premium to provide activities and equipment to engage pupils in meaningful activities during breaks and lunch time.

Parental/Carers involvement

Parents/Carers are encouraged to raise concerns with school and all concerns are followed up.

Where a child/pupil is bullying others, parents will be informed. The information given will include the nature of the interventions being suggested and initial short term strategies. A supportive and solution focused approach will be applied throughout to ensure all parties needs are recognised and addressed. Long term strategies will be formulated in further meetings which should be arranged.