



**LONGSPEE**

'Happy, Safe, Progress'

# **Anti Bullying Policy And Procedure**

December 2019

## **Anti-bullying Policy and Procedure**

### **A Definition**

Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both kids who are bullied and who bully others may have serious, lasting problems. ([www.stopbullying.gov](http://www.stopbullying.gov))

Bullying may take many different forms:

- **Cyber**-inappropriate online communication
- **Physical**-kicking, punching, biting etc
- **Verbal**-taunting or inappropriate language
- **Social**-deliberate exclusion of play or conversation

### **The Academy Aims**

- To foster an environment in which all members of the school community can work safely and happily together
- To instil in pupils a sense of their own value and that of other people and the recognition that bullying is unacceptable in all its forms because it undermines the self-respect of both 'bully' and 'victim'
- To listen to people's concerns expressed by pupils, staff and parents when bullying arises
- To investigate bullying and ensure that all involved are informed of the outcomes
- Where bullying is severe or persistent to enact a graduated series of responses that will involve the pupils, parents and if necessary the police to ensure the matter is resolved.
- In cases of racial bullying or bullying related to gender or sexual orientation to keep records of the incident and the outcome
- To monitor bullying over time and provide statistics for the governing body
- To periodically survey the opinions of the school community/carers regarding their perception of bullying and how safe they feel in school.

### **Our Aim**

Longspee is a specialist setting for children with social, emotional or mental health challenges, our pupils are vulnerable to bullying and becoming bullies themselves. We aim to educate our young people to give them the skills to understand diversity and to challenge inequality. PHSE lessons are taught across the school to aid the emotional growth of our pupils in which we can explore the difference in each other and how this can affect us. We

strongly believe in educating not only our pupils but our staff, this helps us understand our pupil's challenges and develop empathy in which we can foster change. Longspee Academy uses a multi- agency approach to facilitate training for staff in key areas such as LGBTQ, online safety and sensory needs, attachment aware training and the PACE model which informs our behaviour policy to give a better insight into the diverse needs of our young people.

We have found that peer to peer bullying in our setting is quite rare, our young people may still target another pupil because of their own emotional needs or following a traumatic event. Although we understand the deeper meaning we do not tolerate the act of bullying itself, therefore we have a graduated response to tackle any bullying behaviour issues that may arise. Any incidents are recorded electronically where we can see trends and patterns that may emerge, and explore the need for further intervention from solutions circles or outside agencies.

Our graduated response is as follows:

- Time to reflect upon the incident with an adult either verbally or with visual aids
- Time away from the class to work one to one with an adult
- Mediation between the pupils with ELSA or pastoral involvement to find a way forward

Further responses may include:

- Reflection time after school
- A letter of apology to be written
- Behaviour contracts to signed by both child and parent following a meeting
- ELSA/pastoral sessions
- Fixed term exclusion
- Police involvement
- A restorative session will be offered and either or both parties may elect to be involved. If a resolution is achieved the process may be terminated
- If the restorative process is rejected or does not achieve resolution, the Academy senior leadership will be formally asked to intervene to seek resolution
- If resolution is not achieved the principle will convene a meeting involving parents or carers and possibly other agencies to pursue the matter further
- Where bullying results in physical assault the Academy will support parents or carers who wish to pursue this through formal complaint to the police, but the onus of responsibility will rest with the parents or carers not the Academy.
- Any bullying which takes places on school transport to and from school will be dealt with as if it took place during the school day and will be subject to the same process.

### **Cyber Bullying**

As laid out in our E-safety policy our online profiles for the children are filtered to ensure safe access alongside adult supervision at all times. Where cyber bullying is happening at home and is reported to us, we would work with parents and carers to resolve the issue

which may involve education around e-safety at home as well as support to the correct agency if the problem persists.