

Anti – Bullying Policy

All schools are legally required to have an anti-bullying policy. The majority of the pupils currently attending Peak School have not reached a developmental level, which enables them to empathise and as a result they are not capable of bullying others. There are one or two pupils who are functioning at a slightly higher cognitive level and therefore may be capable of bullying in the future.

Philosophy

Bullying is not condoned at Peak School. All pupils and staff have the right to come to school without fearing they will be bullied.

This policy should be read in conjunction with the Behaviour Support and Child Protection policies.

What is bullying?

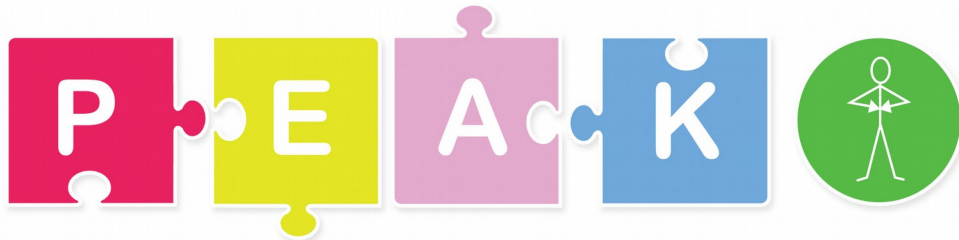
The commonly accepted definition of bullying considers it to be

- 1) deliberately hurtful including aggression
- 2) repeated often over a period of time
- 3) difficult for victims to defend themselves

There are three main types of bullying

- 1) physical – hitting, kicking, taking belongings
- 2) verbal – name calling, insulting, making offensive remarks
- 3) indirect – spreading rumours, exclusion from social groups, comments on social media

These definitions were taken from the DfES publication “Bullying: Don’t Suffer in Silence”.



At Peak School any instances of bullying by pupils are likely to be physical, but targeting and name-calling are possible. Bullying by definition is premeditated with the intention to hurt. In order to bully the pupil needs to be able to empathise and this requires a level of cognitive development, which the majority of the pupils have not achieved.

The following constitute bullying at Peak School

- 1) Use of force, abusive language or aggressive tone of voice by a member of staff in order to make a pupil comply with a demand
- 2) Repeated physical or verbal abuse deliberately happening out of view of members of staff
- 3) Use of verbal or indirect techniques by a member of staff which is aimed at another member of staff or pupil

It may be difficult to differentiate between bullying and learned behaviours when pupils are directly involved. All staff have a duty to express concerns about bullying whether it be pupils or another member of staff.

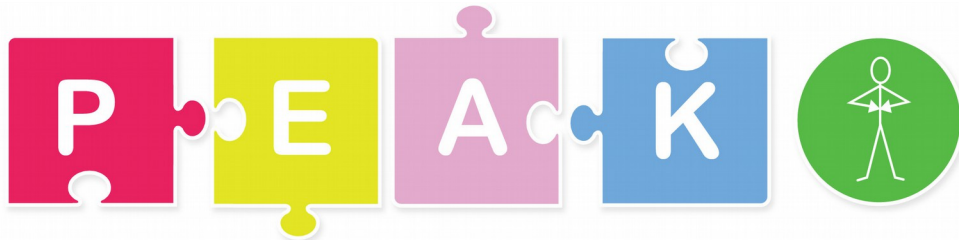
Strategies to prevent bullying

- 1) All staff should be aware of pupil / pupil dynamics. They should refer to individual pupils' Behaviour Support Programmes and Behaviour Risk Assessments.
- 2) Vulnerable pupils should always be in sight.
- 3) Targeting pupils should always be in sight.
- 4) Appropriate activities should be available at playtimes, dinner-time play and during leisure times.
- 5) There should be adequate and appropriate deployment of staff.
- 6) Staff should be aware of areas and times of difficulty when bullying is more likely to occur.

Warning signs

As the majority of pupils at Peak School are unable to articulate their fears and any incidents of bullying, the staff should be constantly on the look out for changes in pupils' behaviour. These changes could be an indication of the pupil being bullied, targeted or abused and include

- 1) Suddenly not wanting to come to school
- 2) Becoming withdrawn or aggressive
- 3) Having unexplained bruises, scratches and cuts
- 4) Reports of new difficulties at home



- 5) Physically covering away from certain pupils/adults

Peak School's response to pupils who have been bullied

Pupils who have been bullied will be supported by

- 1) reassuring the pupil
- 2) offering an immediate opportunity to talk about the incident with a significant adult
- 3) giving the pupil the immediate opportunity to spend time in a quiet, relaxing environment
- 4) being more closely aware of group dynamics

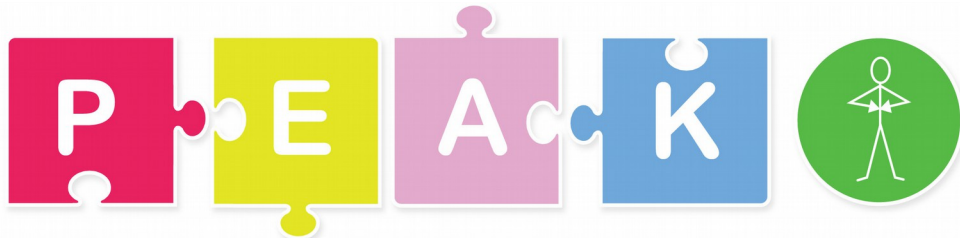
Peak School's response to members of staff who have been bullied

Members of staff who have been bullied will be supported by

- 1) being taken seriously
- 2) offering an opportunity to discuss the incident with a senior member of staff
- 3) being reassured the incident will be addressed with others in the most appropriate manner

Peak School's action in response to cases of bullying

- 1) In any cases of bullying both sets of parents will be informed.
- 2) In the case of a resident pupil the Care Manager or Deputy will be informed immediately.
- 3) Both the victim and the bully will receive appropriate support



- 4) Approaches such as Social Stories will be used in class
- 5) PHSE sessions will be used to work through difficulties within the pupils' level of understanding
- 6) All incidents will be recorded on the school behaviour incident sheets and taken to the Deputy and copied to Head Teacher.
- 7) All behaviour incident sheets will be routinely monitored, and when necessary discussed as part of the Child Protection meetings
- 8) If a member of staff is suspected of bullying a pupil an investigation will be undertaken (This may involve the LADO and/or police)

Monitoring & Review

This policy, and its implementation, will be regularly evaluated by the governing body, and will be formally reviewed as part of the school development process.

Policy Development

This policy document was produced in consultation with Governors.

This document is freely available to the entire school community.

It will be reviewed on an annual basis.

Review date...June 2019.....

Signed..... (Governor or School Leadership Team)

Date.....