

Icknield School

Anti-bullying policy

Article 29: I have the right to an education which develops my personality, respect for others' rights and the environment

Icknield School - your journey matters

Icknield School is passionate about providing an inclusive education. We value all students as unique and nurture their talents. We enable students to achieve to their best ability in a safe environment and to grow into the finest individuals they can be.

Our inclusive practice can be defined as attitudes, approaches and strategies taken to ensure that all our pupils are included in the learning environment. We ensure that all pupils are listened to, openly valued, safe and have the confidence to participate in all activities.

Icknield School strives to remove barriers to learning, to celebrate diversity and through this we encourage and support a society of equality, acceptance and mutual respect.

By valuing and respecting human diversity, Icknield School fosters a sense of community and belonging, enabling all: children, teenagers and adults, to participate in every area of life possible.

The aim of this policy is to ensure that Icknield school is a supportive, caring and safe environment without fear for everyone. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils or staff and to bring these procedures to the attention of staff, parents and pupils.

Implementation : Schools

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher
- The Head teacher will interview all concerned and will record the incident
- Teachers, support staff and parents will be kept informed
- Measures will be taken as appropriate and in consultation will all parties concerned

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

When addressing behaviour that is considered to be 'bullying', staff will take into consideration the needs and comprehension level of the pupils. Staff recognise that pupils at Icknield school have severe learning difficulties and 'bullying' may have a wide range of intentions not necessarily to cause harm to another.

- official warnings to cease offending
- Call a meeting for parents, staff and behaviour coordinator to draw up a behaviour support plan
- exclusion from certain areas of school premises
- Call an interim review
- Possible exclusion or alternative or interim provision

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, school council, assemblies and class meetings, as appropriate, in an attempt to eradicate such behaviour.

Staff

- When a member of staff reports bullying it must be reported to the Head teacher
- The Head teacher will investigate and meet with the members of staff involved
- The nature of the bullying will be clarified and depending on the situation action will be taken e.g. restorative justice; written warning letter
- In the event of an allegation of bullying against the Head Teacher, the member of staff will be advised to contact the Chair of Governors.

Monitoring, evaluation and review

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Approved: 29th of June 2023	Review date June 2026
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