



# Anti-Bullying Policy

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BISAK School believes that all children and young people should learn and play in a supportive, caring and safe environment without fear of being bullied and that all adults and pupils should recognise that bullying is a form of antisocial behaviour which affects everyone and will not be tolerated. To this end, the Anti-Bullying Policy sets out the school's approach, roles and responsibilities with regard to all pupil-bullying matters.

The aims of the Anti-Bullying Policy are:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil.
- To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi-agency support (UK Embassy).

### Anti-Bullying Alliance definition of Bullying

We define bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

### Indicators and resolution of bullying

Pupils at BISAK have a wide range of complex needs. As a school community we understand that bullying in this context can have additional subtleties and raise issues that are in themselves complicated to resolve.

Not all pupils will recognise bullying behaviour if they experience it. Equally, not all pupils would recognise their own behaviour as bullying towards another individual. Cognitive understanding and communication impairment are strong factors in how and what children and young people communicate. As such, the school uses the following strategies to support pupils in understanding what is meant by the definitions above and how to resolve any bullying situation.

Pupils who are being bullied may show changes in behaviour, such as becoming shy, nervous, feigning sickness, refusing to come to school, clinging to adults or refusing to remain in class. It is important that all school staff are alert to the signs of bullying and act promptly and firmly against any form of bullying in line with their roles and responsibilities.

### Roles and Responsibilities

#### The Governing Body

- Creates the right ethos for the school that ensures it is an inclusive environment.
- Ensures regular reviews of anti-bullying policy and practice.
- Ensures the school is promoting equality for its whole community.

#### The Principal

- To determine, publicise and ensure implementation of the school's measures on behaviour support and anti-bullying.

- To consider what adjustments may be needed to the policy and practice in this area.
- To ensure the whole school is promoting equality and inclusion.
- To ensure the anti-bullying policy is kept up to date.

## Heads of School/Deputies/Assistants

- To deliver and organise any necessary training for staff to ensure they understand and implement the Anti-Bullying Policy.
- To keep up to date on bullying-related data and plan appropriate interventions either at an individual or whole school level.
- To promote Anti-Bullying Week and anti-bullying work in general.
- To ensure the curriculum covers anti-bullying.
- To work with families so that they are aware of the school's policy and practice as well as specific circumstances if they arise.
- To act as a port of call to advise staff on any bullying-related matter.
- To liaise with external agencies, as necessary, in managing anti-bullying strategies.
- To ensure bullying is factored into the analysis of pupil behaviour.
- To ensure that behavioural recording systems record any instances of bullying.

## All School Staff

- To consistently monitor pupils for bullying-related behaviour and follow the correct procedure where evidence points towards bullying taking place.
- To consistently model high standards of behaviour and to have high expectations of all pupils.

## The Pupils' Voice

There are a number of ways that pupils can communicate and express their feelings and thoughts. These include: the school council, everyday communication with school staff and small group consultation. School staff should be constantly vigilant for signs that a pupil may be subject to bullying behaviour expressed either through pupil voice or from signs such as: distress, change in mood, injury, and change in behavioural norms. Claims or expressions of bullying made by pupils will be taken seriously.

## Reporting Process

In the event that bullying behaviours are reported or observed, the member of staff who has that information should report it to the class teacher in Prep/Form Tutor in Senior for follow up action. The Class Teacher/Form Tutor should then investigate to determine the facts. In the event that bullying is taking place, there are two paths to follow:

1. Any bullying behaviours should be written up on Engage, and the relevant school leader should be informed.
2. Where the issue is complex or not easily resolved, the relevant school leader should, as appropriate, seek further advice from the Head of School.

Follow-up actions should be devised, recorded and aimed at addressing bullying behaviours.



In the event that bullying behaviour is not successfully changed or prevented, and that agreed strategies are not effective, the matter should be referred to the Head of School/Deputies. It is expected that the Principal would be kept informed of bullying-related issues.

In the event that there is a victim of bullying behaviour, the Class Teacher/Form Tutor should assess for any levels of distress and as appropriate, take positive action to ensure the pupil feels safe in the short term.

## Working with Families

Working closely with our Pupils is an essential part of what we do. Bullying is one of the most potentially sensitive areas of life.

For individual matters relating to bullying, school staff should always seek advice from their line manager. Efforts should be made to conduct conversations sensitively, bringing family members into the school where necessary. Informing and working with family members whose child is a victim of bullying should follow the standard reporting procedure for involvement in an incident, ensuring a record is kept of any telephone call. Pupils who are receiving additional behaviour support because they are perpetrating bullying behaviour should be subject to joint meetings with their parents to ensure all parties understand the approach being taken.

Parents have a responsibility to let the school know if their child is being bullied and work with the school to resolve any issues arising from an incident that the child is anxious about. Parents who are concerned about their child being bullied should:

- Contact the school immediately and ask to speak to the Class Teacher/Form Tutor. If they are unavailable, parents should ask to speak to the Head of Phase or the relevant school leader.
- Contact the school if the bullying is taking place on home to school transport. You should also contact the designated person in charge of home to school transport (either compound or transport company) so they can also carry out an investigation.