

Anti-Bullying Policy

Rationale

The Milestone School is committed to creating and sustaining a safe, positive and inclusive environment for all pupils, staff and parents/carers. We believe that all members of the School community have the right to be protected from bullying and abusive behaviour.

Definition of Bullying

Bullying is any sustained, targeted, deliberate action which causes pain, anguish, distress or upset. It may be:

- Physical (pushing, kicking, hitting, punching or any use of violence)
- Emotional (being unfriendly, excluding, tormenting, threatening, gesturing)
- Verbal (name-calling, sarcasm, spreading rumours, teasing)
- Racist (racial taunts, graffiti, gestures)
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic (taunts or name calling focusing on the issue of sexuality)
- Cyber bullying refers to all areas of internet abuse, such as email & internet chat room misuse, mobile threats by text messaging & calls or misuse of associated technology, i.e. camera & video facilities.

Objectives of this policy

- All Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All Governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying occurs.
- Pupils and parents feel assured that the School takes bullying very seriously and that they will be supported if bullying is reported.
- All members of the School community know that bullying will not be tolerated.

Signs and Symptoms

The children and young people at The Milestone School have a wide-range of complex communication and cognitive needs and as such not all pupils will recognise bullying behaviour if they experience it. All adults should therefore be aware of the following signs and symptoms which may indicate that a child is being bullied:

- is unwilling to go to school (school phobic)
- lacks concentration
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares

- feigns illness
- clings to adults
- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a text message is received

Whilst these signs and symptoms could also be indicative of other issues, bullying should be considered as a possible cause and should be investigated.

Procedures

- Bullying incidents to be reported to a member of staff, a Playground Ranger, or through the class 'Worry Box' (where appropriate)
- All incidents to be recorded by staff using Sleuth.
- The bullying behaviour or threats of bullying will be investigated and stopped quickly.
- In serious cases, parents to be informed and invited to a meeting to discuss the problem.
- If necessary and appropriate, the Police will be consulted.
- Appropriate interventions will be identified and implemented to support both the victim and the bully/bullies to move on in a positive way.
- Racist and homophobic incidents will be dealt with in line with current GCC Guidance.
- Where a bullying incident leads to a concern regarding safeguarding, the School Safeguarding policy and procedures will be followed.

Prevention

- Recording, monitoring and analysis of incidents to identify vulnerable pupils/groups, any correlation between bullying incidents and specific activities or events and to prevent repeat bullying occurring.
- Structured and timetabled delivery of the PinK Curriculum.
- Involvement of pupils in the writing and implementation of this policy (see Appendix A)
- Involvement of all pupils in writing a Class Charter, promoting shared values and mutual respect.
- Participation in the annual Anti Bullying Week activities.
- Assemblies and circle time activities which specifically address issues of equality and kindness.
- Drama and role play activities to promote understanding of the emotions and feelings associated with bullying.

Bullying of staff

The Governing Body and Head teacher have a duty of care for all staff, and the bullying of school staff, whether by pupils, parents or other staff will not be tolerated.

A pastoral support process for staff is in place and should be used to report any bullying incidents. All incidents will be dealt with in a confidential manner, with appropriate action taken to support the member(s) of staff involved.

Professional Development

All staff have access to relevant in-service training provided by external trainers/speakers (for example, GHLL and Stonewall) and Milestone staff.

Review

This policy will be monitored and reviewed annually.

Date reviewed: January 2017

Next Review Date: January 2018

Appendix A
Anti Bullying Policy
Child Friendly Version



What is Bullying?

Bullying is hurting someone else's feelings constantly and on purpose.

Bullying can be:

- Hurting people's feelings, leaving them out
- Punching, kicking, spitting or hitting people
- Teasing, name calling
- Texting spiteful messages or using Facebook
-

If you are bullied:

- Tell a teacher
- Tell a playground ranger
- Walk away
- Shout 'Stop!'
- Don't blame yourself
- Use the class Worry Box

Teachers and other staff will always:

- Listen and help
- Make sure the bullying stops
- Treat everyone fairly
- Meet with the bully and the victim to work out a solution that helps everyone

'THE SOONER IT'S SHARED, THE SOONER IT'S SOLVED'

The Milestone School Council
January 2017

Appendix B

Help organisations:

Childline: 0800 11 11

Advisory Centre for Education (ACE): 0808 800 5793

Children's Legal Centre: 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4): 0845 1 205 204

Parentline Plus: 0808 800 2222

Youth Access: 020 8772 9900

Bullying Online: www.bullying.co.uk

Child Exploitation and Online Protection Centre: www.thinkuknow.co.uk

Visit the Kidscape website: www.kidscape.org.uk for further support, links and advice.