Hope School, College and Provision
Anti- Bullying

Policy reviewed annually by the Headteacher and Governors.

Hope School and College cater for the individual needs of pupils and students from the ages of 2 – 19 with severe learning difficulties, complex medical needs as well as profound and multiple learning difficulties. With regard for this policy and anti-bullying, we have considered the impact of inappropriate behaviour on our physically and emotionally vulnerable pupils on the one hand as well as the influence of specific types of special needs on the behaviour of some of our pupils and students.

Whilst the school recognises the above, there is a commitment to combating rare cases that may occur and any incidents (even though unintentional) that may make pupils and students feel threatened, unsafe or afraid. By bullying we mean the conscious decision to hurt, threaten or intimidate someone rather than behaviours that are carried out to draw attention to the individual or used to take a desired object /toy etc.

The latter behaviours may be regarded as developmental and may occur frequently with some children e.g. nipping, pushing, kicking, biting etc. In these cases, the pupil/student may be unaware of the outcome of his/her actions on another person. Whilst we do have a proportion of pupils/students who can display inappropriate behaviour, these are managed and monitored through stringent, strategies and procedures and on an individual basis

Bullying can also take the form of teasing, name calling, jostling, physical assault or isolating/not communicating. This policy also takes into account online bullying which can occur through social media, personal messaging, and other platforms.

What is the procedure for dealing with incidents of bullying:

If an incident of bullying or intimidation should occur this will be dealt with quickly, efficiently and effectively re:

- A single incident should result in the person who is carrying out any threatening behaviour having their actions explained/communicated to them in the appropriate manner by the member of staff in charge emphasizing the distress it causes to the person they have 'threatened or frightened'
- If a second occasion should occur, the pupil/student should be removed from the group and spoken to by head/deputy. It may be necessary to incorporate some role-play / circle time /assembly time into PSHE work. It may be appropriate to instigate a reward system and/or nurture/play therapy session. Parents can be informed of school's concerns and a record of the incident to be kept on file.
- Any persistent or serious incidents must be recorded in line with the Safeguarding protocol.

We do however pride ourselves in continually promoting good, safe, positive attitudes and behaviour by excellent role modelling by both staff and pupils as we firmly believe this is reflected within our school and college through respecting all other faiths, feelings and values.

Prevention

It is the school's policy to be proactive as well as reactive to the problem of bullying. At Hope School and college, we limit the potential for bullying by:

- Emphasizing positive relationships in classes and departments
- Structured playtimes/lunch times with staff on duty
- Educating through the PSHE / Citizenship / British Values / E-Safety curriculums
- Embedding positive behaviour through the school 'code of conduct' and each class has high behaviour expectations relevant to individual students.
- Holding special reward assemblies or departmental assemblies to highlight positive behaviour
- Having designated weeks / enrichment weeks/days – Safer Internet Day/Anti-Bullying/Friendship week with a range of activities to promote positive behaviour throughout school.
- Ensuring we use positive reinforcements and praise and inform parents where possible
- Keeping parents and carers up to date and informed about any issues in relation to bullying that are ongoing / as appropriate.

This document is to be read in conjunction with the policies/documents shown below

- Behaviour Policy
- Code of Conduct
- Health and Safety Policy
- Safeguarding Policy
- RSE and Health Policy

This policy will be reviewed annually.

Hope School and College

Record Sheet re: Alleged incidents of Bullying.

Student's Name :

Date of Record : _____

Name(s) of alleged bully or bullies : _____

Name(s) of other children who may be victims of the bully/bullies : _____

_____

Places where the alleged bullying has taken place : _____

Nature of the incidents : _____

_____

_____

_____

_____

Action taken : _____

_____

_____

_____

Signed : Date :