



Anti-Bullying Policy

Date of Issue: September 2017

Date of Review: September 2019

Purpose

All young people have the right to be healthy, be safe, enjoy and achieve, make a positive contribution and achieve economic wellbeing. This policy has been written to inform staff, parents and students of how we at REACH School aim to prevent and tackle unpleasant and intimidating behaviour, so permitting students to fulfil their potential.

Definition of Bullying

Bullying is a form of discrimination. This is when a person or a group of people are treated differently because of a perceived difference and/or prejudice. These differences can be race, sex of person, educational achievement, height, sexuality, weight, accent, gender or name.

Types of bullying

- **Racist, religious and cultural bullying.**
Racial taunts, graffiti, gestures. The Race Relations Act 1976 states that schools and governing bodies have a duty to ensure that students do not face any form of racial discrimination, including attacks and harassment.
- **Sexual.**
Unwanted physical contact or abusive comments.
- **Homophobic.**
Any hostile or offensive action against lesbians, gay males, bisexual persons, or those perceived to be lesbian, gay or bisexual.
- **Abuse of the vulnerable.**
For example, children with physical disabilities, on the autism spectrum, or with special educational needs. Bullying also occurs to children who are carers, children who have suffered a death in the family and looked after children.
- **Emotional bullying.**
This can be ridicule and exclusion, seems to be more common than
- **Physical violence.**
Where a person or persons are subjected to hitting, punching, kicking, biting, hair pulling or any other form of contact which can cause pain in an unprovoked attack.
- **Cyber bullying.**
This can take the form of texting, unpleasant photos from mobile phones or over the internet, emails and web-based attacks via facebook, twitter, Instagram etc

Procedures to be followed by the school when bullying is suspected.

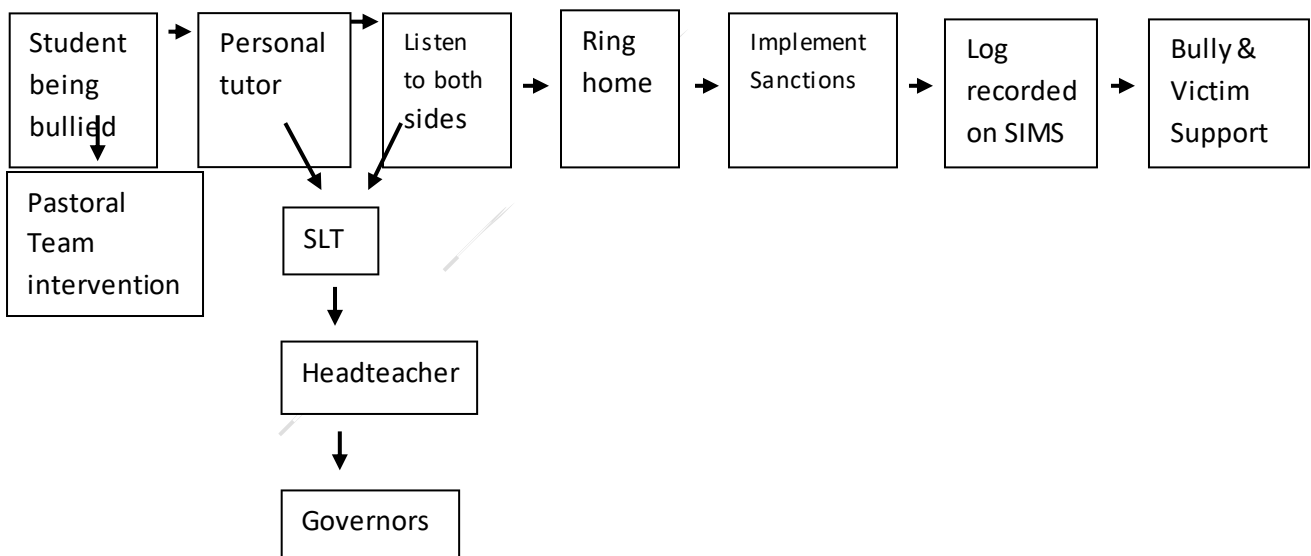
- When a bullying incident is reported, those accused of bullying and witnesses of the incident will be invited to describe verbally to a member of staff what has taken place and this will be recorded. The victim will also have the chance to write down their account of what has taken place.
- Bullying incidents will be recorded by the relevant staff on the MIS system for future reference and all documentation to do with specific incidents will be filed in the student files.
- If a student either admits to bullying or it can be proved beyond reasonable doubt that they have taken part in this behaviour then the following methods and sanctions can be used.
 - The incident will be reported to their parents and action will be agreed
 - A restorative justice package may be used to ensure that issues are resolved

- Social time at break and lunchtimes may be removed
- A sanction will be put in place
- The student may be sent home pending a meeting with their parents
- A fixed-term exclusion may be put into place
- A permanent exclusion will be considered only in extreme cases of bullying or repetitive bullying behaviour after earlier sanctions have been used. This will be in line with the exclusion policy.
- Once the bullying incident has been resolved, and the victim of the bullying considers the matter closed, referral to an outside agency may be made where a support programme will be put in place for the perpetrator. REACH School recognises that people who bully have often been victims themselves and so we will support the student in an appropriate manner.
- Students at risk of exclusion as a result of continual bullying will have a Pastoral Support Plan created, which will target internal and external support aimed at improving and eliminating behaviour.

Support for the victim

- By offering them an immediate opportunity to talk about the experience with a member of staff
- By offering continued support through the school support system
- Refer to multi-agency co-ordinator as appropriate

Managing the process



Appropriate member of staff, will log incidents onto SIMS

- Support and sanctions will be put into place as appropriate as previously stated

Monitoring and evaluation of the policy

This policy will be reviewed annually by the Headteacher and SLT, together with the relevant Governors

The following procedures provide evaluative points for assessing the effectiveness of REACH School's

Bullying policy:

Student Voice

A student survey, PASS, will be auctioned annually which will help to inform future policy

Tracking, monitoring and evaluation of iPlans

Parent voice

Policies linked to the Bullying Policy

- Equality and Diversity Policy
- Behaviour Policy
- Health and Safety Policy
- Complaints Procedure