

SHEFFIELD INCLUSION CENTRE

ANTI-BULLYING POLICY

Autumn 2020

Date of original policy: September 2016

Staff responsible: Tuesday Rhodes

Date of last review: September 2020

Date of next review: September 2021

Anti-bullying Policy

Anti-bullying Policy

At Sheffield Inclusion Centre we believe that everyone has the right to learn and work in a supportive, caring, safe and friendly environment without fear of being bullied.

We encourage respect for others and their property and we strive to ensure that everyone is valued equally and treated with respect, regardless of aptitude, ethnic origin, religion, gender, sexuality, disability or social status.

Bullying is antisocial behaviour which can happen anywhere and to anyone, **it is unacceptable and will not be tolerated** whether it is between students, staff and students or staff and staff.

Definition of Bullying

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Types of Bullying

There are many forms of bullying, they include:

- Physical hitting, kicking and theft
- Racial racial comments or gestures
- Sexual homophobic or sexist remarks
- Verbal name calling
- Cyber through the use of text, email and social networks
- Emotional (indirect) spreading rumours or excluding someone from social groups

Dealing with Bullying

Bullying can happen in any school, it is the way that a school deals with it that makes a difference

- All bullying incidents are reported to Team Leaders and discussed with the Leadership Team
- Bullying incidents are recorded in Sims and data is reviewed and analysed on a half termly basis
- The Management Committee is informed of bullying data bi-annually
- The views of students in terms of their safety and the effectiveness of the schools antibullying policy are collected on a regular basis

If you are being bullied

TELL AN ADULT – unless we know about it we can't do anything about it

A bully's greatest weapons are silence and fear

- Ignore the bully and do not respond, avoid making counter-threats
- Walk away from a dangerous situation and get help from an adult, avoid involving other students or siblings as it usually only makes the matter worse
- Don't blame yourself or feel that by reporting it it will make matters worse
- Remember we are here to support and help you
- If you are the victim of cyber bullying make sure you save all information as evidence

If you see bullying

TELL SOMEONE - being a bystander is almost as bad as being a bully – **don't stand by stand up!**

As well as telling someone, you can help stop bullying by:

- Being friendly and supportive towards people you know are being bullied and include them in your activities
- Don't laugh when someone is being bullied
- Speak out loud and say you do not like what is happening
- Don't join in

If you are the bully

- You will have to explain your behaviour to a member of staff and a record of the incident will be held in school for future reference
- You may have to apologise to the person you bullied
- You will have to replace or repair any possessions you damage
- You may have to do something to improve things for the person you bullied
- You may be placed in detention or isolation or be excluded
- Your parents may be informed and invited into school to discuss the matter
- You may be asked to agree to and sign a behaviour contract which describes how you must behave in school and what will happen if you don't
- The police could be involved
- This may be the same if you bully inside or outside school

Staff Guidelines

- Staff should be vigilant for bullying, making clear that it is unacceptable and will be followed up
- Talk to victims and perpetrators separately
- Ensure all concerned are safe and will be safe getting home
- Record the incident and date and sign it and pass onto TL/SLT immediately
- Refer all concerns about safeguarding to T. Eldridge or A. Khan
- Staff should be made aware of any student who is being bullied and the perpetrator at an early stage so they can look out for any inappropriate behaviour in lessons and give support to the student being bullied
- The student that is being bullied should be given an opportunity to meet with Learning Mentors/member of staff to discuss issues, strategies to deal with and general support
- The bullying issue should be discussed in Team meetings and with SLT and steps put in place to address and monitor the bullies behaviour (this may include working with the counsellors)
- Serious incidents to be reported to the Police School Liaison Officer

Reporting Bullying

All bullying incidents should be reported on bullying incident forms and passed onto SLT immediately

What Parents/Carers Can Do

Parents/carers play a vital role in the education and care of their children and can assist in combating bullying in a number of ways:

- Encourage your child to be tolerant of others and be a positive role model
- Looking out for signs that your child may be being bullied:-
 - Regularly feeling sick or unwell
 - Reluctance to travel to and from school on their own
 - Money/possessions going missing
 - Wanting extra money for no apparent reason
 - Unexplained behaviour changes, e.g. moody, bad tempered, tearful
 - Unhappiness
- Contact school immediately, either your child's Key Worker or Team Leader. Don't just leave it in the hope it will go away or promise your child you will not tell anyone – this is what the bully wants!
- Remember we can only do something if we know about it
- Encourage your child to talk to an adult in school
- Talk to your child and listen to what they say
- Keep a record of incidents, copies of emails, text messages etc
- Work with school in a calm and responsible manner and with realistic expectations
- In extreme cases as well as involving school you may also wish to inform the police

Preventative Measures

- Clear antibullying policy which is shared with all and is reviewed and updated regularly
- Staff will be informed of bullying issues so they can be vigilant for signs of bullying and act accordingly
- Robust antibullying message is promoted through regular inclusion in the PSHEE curriculum, tutorial time and subject areas, as appropriate in a bid to encourage tolerance and eradicate such behaviour
- Advice about bullying is shared with parents on entrance to Sheffield Inclusion Centre
- Use of CCTV in areas of school
- Support and promotion of antibullying policy through student forums and student support staff and services
- Fostering positive community links e.g. with bus companies, community police officer and community leaders
- Appropriate use of sanctions

September 2019

To be reviewed September 2020