

Clifton Hill School

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| Document | Anti-Bullying Policy |
| Content | Procedures for an effective anti-bullying strategy. |
| Status | Advisory |
| Review period | 2 years |
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| Sign-off by | Governing Body |
| Policy approved | Autumn 2024 |
| Next review Date | Autumn 2026 |

| Version Number | Date | Comment |
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| 1 | Autumn 2022 | New policy |
| 2 | Autumn 2024 | Changes from Surrey County Council to WMAT |

Setting

Clifton Hill is a part of the Weydon Multi Academy Trust. Clifton Hill is for students aged 11-19 years who have severe or profound multiple learning difficulties, autistic spectrum disorder, challenging behaviour and complex health needs. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Rationale

Clifton Hill is committed to providing outstanding educational opportunities for all our students. The safety and welfare of our students is of the utmost importance. Bullying of any kind against students, staff, volunteers and families is wholly unacceptable. We will work to promote an atmosphere of mutual respect and tolerance throughout the school community, and we will positively support students, staff, volunteers or families who feel they are experiencing bullying to resolve the situation and remove the behaviour. An effective anti-bullying strategy is a key part of safeguarding our students and as such this policy should be read in conjunction with both the Safeguarding Policy and Behaviour Policy.

What is bullying?

Bullying is a particular type of unacceptable behaviour. It is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can be short term or happen over long periods of time. Clifton Hill views bullying as anti-social behaviour which is never acceptable. No person has the right to make another feel uncomfortable or unhappy.

Bullying can be:

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| Emotional | Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) |
| Physical | Pushing, kicking, hitting, punching or any use of violence |
| Racial | Racial taunts, graffiti, gestures |

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| Sexual | Unwanted physical contact, intimidation, coercion, sexually abusive comments or graffiti |
| Homophobic | Because of, or focusing on, the issue of sexuality |
| Faith-based | Because of or focusing on matters relating to religious ideology, belief or creed |
| Direct or indirect | Name calling, sarcasm, spreading rumours, teasing |
| Cyber | All areas of internet, such as email and chat room misuse Mobile threats by text messaging and calls Misuse of associated technology e.g. camera and video facilities, iPad, games consoles Making and/or sharing images with the intent to threaten or harm – this includes the non-consensual making/sharing of sexually explicit imagery |

Young people with learning difficulties often do not gain an understanding of socially acceptable behaviour as quickly and/or as incidentally as others. Therefore, at Clifton Hill we consider this to be an area of extreme importance. It impacts on the student's school career, their present and future well-being and that of their families, carers, peers and friends. Learning how to behave appropriately is highlighted and encouraged, and, for some, their behaviour is their curriculum.

The act of bullying requires quite advanced understanding of social context and social situations. Whilst we recognise that we clearly have to ensure that we are working to help our children and young people to manage their behaviour appropriately, the students at Clifton Hill have complex Severe Learning Difficulties, Complex Social Communication Needs or Autism which impairs their social understanding.

Where a student's behaviour is directed towards a peer, the lack of social understanding, often means that this behaviour is a result of the student's anxiety increasing and a belief that their own actions will help to make this anxiety inducing behaviour stop.

Where a student perceives that they are being bullied this will have an adverse effect upon their emotional well-being and increase their anxiety.

Where a student, family or staff working with a student perceive that they are being bullied, regardless of the intent /understanding of the perpetrator the DSL's will acknowledge this and seek to address it.

Clifton Hill will maintain a focus, consistent with the school aim, on each individual and ensure that the students have an opportunity to develop an understanding of their own behaviour and social context more generally, therefore focus upon the school behaviour policy.

Procedures

At Clifton Hill School we promote anti-bullying by:

- Teaching the children and young people about social situations and identifying where they have misunderstood a social situation to correct this – through social stories/Comic strip conversations/Individual Tutorials.
- Using and teaching techniques to manage anxiety
- Discussions with pupils, staff and parents to plan and support where issues have been identified.
- Developing proactive intervention plans (PIP) for all students.

Where bullying does occur, students, staff, parents/carers are encouraged to report it. All reports will be followed up by the class teacher and senior management/DSL. Staff to report all incidents of bullying onto SLEUTH.

Staff will be reminded of protocols and best practice as required. Individual class teams can seek advice and support on specific difficulties which will either be provided by the behaviour lead, SLT or through advanced trained external staff.

The data collected and collated by SLEUTH enables us to:

- identify places where incidents of bullying are more likely so we can take action
- identify classes/sessions where we may need to give additional support to.

Staff must be prepared to record and report every incidence of bullying.

All serious incidents of bullying will be discussed with all relevant staff and parents/carers of the students involved, in order to ensure that the incident is resolved positively and that vigilance against further bullying is maintained.

Incidents of bullying, as with other behavioural incidents, will be reported to the Local Governing Body of Clifton Hill. Bullying also forms part of the regular safeguarding monitoring undertaken by the school DSL's.

Advice to parents/carers

If you suspect your child is being bullied, please report your concerns to the class teacher. The incident/s will be recorded by staff and monitored as detailed above.

In cases of serious bullying, parents/carers will be informed and will be invited to meet with staff to discuss the problem. Any bullying behaviour or threats of bullying must be investigated and stopped quickly. Efforts will be made to help the bully or bullies change their behaviour.

Please do not attempt to resolve the problem yourself, either by speaking to the person you think is the bully or their parents/carers, or by encouraging your child to act in kind. These actions will only make the problem harder to resolve.

Clifton Hill is committed to working with parents and carers in the best interests of our students. We are always happy to hear any concerns you may have about your child's school experience.

Links to other policies:

Child Protection and Safeguarding Policy
Behaviour Policy.