

Anti-Bullying Policy

Rationale

Everyone at Step by Step School has the right to feel welcome, secure and happy. Only if this is the case will all members of the School be able to achieve their full potentials.

Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidance to support this.

Where bullying exists, victims, where possible, must feel confident to activate the anti-bullying systems within the School to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

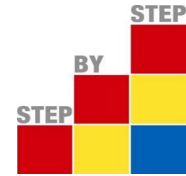
Definitions of Bullying

Bullying is when one or more people physically, emotionally or psychologically hurt or cause harm to a person who is in a weaker position and so is less able to defend himself/herself. Bullying usually happens over a period of time, and consists of a series of different incidents.

Different types of bullying include:

- physical – hitting, kicking, spitting, tripping someone up;
- stealing/damaging someone's belongings, etc.;
- verbal – name-calling, insulting a person's family, threats of physical violence; spreading rumours, constantly putting a person down;
- emotional/psychological – excluding someone from a group;
- humiliation;
- racist – insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence;
- sexual – sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact;
- homophobic – insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence;

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- electronic – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services); and/or
- hate websites

Bullying is the abuse of power by one person over another. All of the types of behaviour listed above are unacceptable and will not be tolerated at this School.

Implementation

It is likely that in the cases of most pupils, they will not be able to communicate if they are victims of bullying. It is therefore essential that staff and parents/carers are vigilant in identifying any signs which may indicate bullying is occurring.

These may include:

- change in behaviour; and/or
- unusual reaction to certain pupil/member of staff

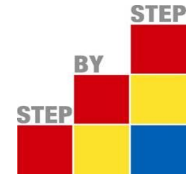
If bullying is suspected, seen or reported, the incident will be taken seriously and dealt with immediately by the member of staff who has witnessed/suspects the behaviour or been approached. A clear account of the incident will be recorded and given to the Head Teacher or Teacher in Charge who will speak to those concerned and will record the incident. Class Leaders and Tutors will be made aware and the pupils involved will be monitored closely, particularly during playtimes. Parents will be informed of the incident and a meeting arranged to discuss strategies.

An Incident Form will be used to record details of any incident that occurs and this will be stored on School Pod.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity (where appropriate to the child's understanding) to discuss the experience with a member of staff;
- reassuring the pupil;
- offering continuous support; and
- restoring self-esteem and confidence

Staff will work with the pupil who is bullying to change the bullying behaviour.



Pupils who bullied will be helped where **appropriate to their understanding** by:

- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrong doing and need to change; and
- informing the parents or carers to help change the attitude of the pupil

Within the curriculum, the School aims to increase awareness of social skills and appropriate ways of interacting with peers.

Bullying involving adults

Although this policy has been framed with the obvious and most likely incident of one pupil bullying another, we are not unaware of the possibility of other types of bullying:

- A member of staff by a student
- A student by a member of staff
- A member of staff by another member of staff

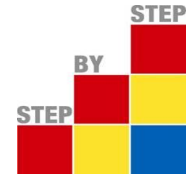
In all cases, staff and pupils who experience being bullied should speak out and share their concerns.

Please refer to the School's Whistleblowing Policy.

Monitoring, evaluation and review

The School and Governors will review this policy every 2 years and assess its implementation and efficacy. The policy will be promoted and implemented throughout the school.

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Policy	Anti-Bullying
Statutory requirement?	Yes
Approved	March 2020
Responsible Officer	FP
Responsible Governor/s	DH
Date of previous version	February 2018
Frequency of Review	Every two years