

Anti-Bullying Policy

Rationale

The aim of the Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment, and are able to enjoy and achieve without fear of being bullied, harassed, or endure any other forms of aggression and violence.

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.

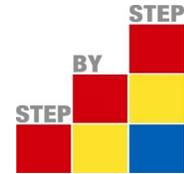
Definitions of Bullying

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.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming,

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websites, social media sites and apps, and sending offensive or degrading photos or videos (please see Online Safety Policy for further information).

Bullying can be a form of peer on peer abuse and can be emotionally, physically and/or sexually abusive; it can cause severe and adverse effects on children's emotional development (please see Child Protection and Safeguarding Policy for more information).

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

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.

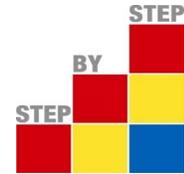
Step by Step School community recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create a safe, disciplined environment, where pupils are able to learn and fulfil their potential.

Context

Pupils with a diagnosis of autism may not have sufficient understanding or awareness that certain behaviours directed towards others may be undesirable or that they might be construed as bullying. It is possible that one pupil may develop an obsession with another which may cause distress or anxiety. Such behaviours might include wanting to be near the 'target' pupil or having an interest in making physical contact with him/her, such as touching a particular part of his or her body or potentially harmful behaviours such as kicking, pinching or throwing objects.

Similarly, pupils with a diagnosis of autism who are the recipients of such behaviours may be unable to express or communicate their aversion to such behaviours or to tell adults. This means that all staff at Step by Step School have

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a duty to, not only be aware of such behaviours and of any pupil involved, but also to respond appropriately to instances of bullying behaviours.

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

Implementation

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 on SchoolPod as soon as the incident takes place and members of the Safeguarding Team (DSL/DDSL/DSP) must be notified. The Safeguarding Team will decide upon the appropriate course of action in accordance with Safeguarding Procedures and in line with the Behaviour Management Policy.

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.

Termly analysis of peer on peer incidents and interventions will take place by the Senior Leadership Team to continually improve practice.

Bullying behaviour may not always be clear to identify, therefore, staff must report any concerns they have to a member of the Safeguarding Team.

Pupils who have been bullied will be supported by:

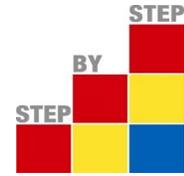
- offering an immediate opportunity (where appropriate to the child's understanding) to discuss the experience with a member of staff;
- reassuring the pupil;
- offering continuous support; and
- restoring self-esteem and confidence

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

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- 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 (Please see Quality of Education and RSHE policies for further information).

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 and Staff Code of Conduct/Behaviour Policy).

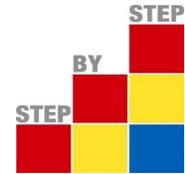
Monitoring, Evaluation and Review

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.

LINKED POLICES AND PROCEDURES

The following policies and procedures are relevant for the anti-bullying policy

- Child Protection and Safeguarding Policy
- Behaviour Policy
- Equalities Policy
- Online Safety Policy and Guidance
- Quality of Education Policy
- Relationship, Sex and Health Education Policy
- Staff Code of Conduct/Behaviour Policy
- Whistleblowing Policy



Policy	Anti-Bullying
Statutory requirement?	Yes
Approved	February 2022
Responsible Officer	FP
Responsible Governor/s	AB
Date of previous version	March 2020
Frequency of Review	Every two years
Date of Next Review	January 2024