

Anti-Bullying Policy at Hadrian School

Introduction

Hadrian School values and respects the unique characteristics, personalities and abilities of our pupils. We foster a community where all pupils are treated with dignity in a fair, appropriate and equitable manner. We foster and promote a positive 'can do' culture which is free from all forms of bullying.

All children, and the adults involved with them, are entitled to be treated with respect and understanding and to participate in any appropriate activity they choose free from intimidation.

In all work with pupils, staff should emphasise the importance of developing social skills, including respect for the feelings of others. Where pupils have difficulties interacting appropriately with their peers or with adults, then staff should aim to help them develop an awareness of why particular behaviours are valued socially and what is inappropriate. Hadrian School curriculum builds on this through a wide range of activities including PSHE and the use of 'Thrive' ('Thrive' is a specific way of working with all children that helps to develop their social and emotional well-being, and supports confidence and self-esteem, thus enabling them to engage with life and learning).

Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment, without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

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

The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- In-direct (spreading rumours, excluding someone from social groups).

The nature of their learning needs means that some pupils with complex needs or additional learning needs may not have sufficient understanding or awareness that certain behaviours directed towards others may be undesirable or that they might be construed as bullying. Similarly, some pupils at Hadrian School, 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 Hadrian School have a duty to not only be aware of such behaviours and of any child involved, but also to respond appropriately to instances of bullying behaviours.

Implementation

Proactive Strategies:

- Staff are important role models for the pupils. The positive behaviour of adults towards each other and towards the pupils is a potentially highly effective tool for preventing and for decreasing bullying behaviours in pupils
- Use of the PSHE / Thrive curriculum as a means of developing self-esteem and confidence for all children
- Promote school values which foster cooperative behaviour and reject bullying behaviour (through circle times / assemblies / Good News postcards etc.)
- Active listening to carefully support pupils, parents and staff, ensuring everyone has a voice and that everyone's voice is listened to
- Monitor pupil behaviour in and around school specifically during non-structured transition times
- Observe and act on behaviour changes and early signs of distress as an indicator of bullying
- Work in partnership with parents, carers and families to support pupil behaviour (in accordance with the Behaviour Support Policy and our Confident Parenting approach).

Reactive Strategies:

- All incidents of bullying, (including racism and discrimination) should be dealt with by the Class Teacher in the first instance, followed by the Head Teacher or member of the Leadership Team as appropriate
- Maintain detailed records (in accordance with the Behaviour Support Policy) including logging incidents on the 'Child Protection On Line Management System' (CPOMS) and recording any follow – up actions
- Ensure any bullying behaviour is responded to promptly and consistently dealt with (in accordance with the Behaviour Support Policy)
- All staff to always challenge inappropriate responses from pupils towards others. Where appropriate, parents / carers should be informed
- Dealing with bullying is the responsibility of all members of the school community and should always be seen as a priority.

Further and Related Information:

- School rules
- Behaviour Support Policy
- Thrive Approach
- PSHE Curriculum
- Confident Parenting
- Safeguarding / Child Protection Policy
- Health and Safety Policy
- Single Equality Policy
- E-Safety Policy



Bullying is unacceptable at Hadrian School and will not be tolerated.

Confirmation that the Anti-Bullying Policy in respect of Hadrian School has been discussed by the Governing Body:

Signed by:

Chair of Governors: _____ Date: _____

Head Teacher: _____ Date: _____

Agreed at the Governing Body Meeting on: _____

Minute Reference: _____