



## Anti-bullying Policy

June 2020

Next Review June 2021

**Bullying in any form has no place at Baytree and all staff, parents and pupils must commit to be vigilant and act against this type of behaviour. All adults have a responsibility to protect each pupil (and each other) from bullying from whatever source.**

### WHAT IS BULLYING?

Bullying is the behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves.

Specific types of bullying include:-

- \* Bullying related to race, religion or culture.
- \* Bullying related to special educational needs or disabilities
- \* Bullying related to appearance or health conditions
- \* Bullying related to sexual orientation
- \* Bullying of young carers or looked-after children or otherwise related to home circumstances
- \* Sexist or sexual bullying

It can be:-

**Physical** - e.g. hit, pushed, kicked etc or have any of these threatened (raised fist etc)

**Verba** – e.g. name calling, swearing, verbally threatened, taunting, teasing, gossiping etc

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**Indirect/Emotional** – e.g. excluding someone from game/group, spreading rumours amongst others, rude gestures etc.

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Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of cyberbullying methods.

### 1 WHY DO WE NEED TO TACKLE IT?

- It makes pupils and staff unhappy

- Bullied people are unlikely to concentrate fully on school work
- Some people may avoid bullying by not coming into school
- Pupils who observe unchallenged bullying behaviour are likely to copy this anti-social behaviour
- Tackling bullying is part of building an effective, caring school
- The law requires it to be tackled (especially Children and families Act 2014, Education Act 2002)
- To fulfil the 5 aims of the 'Every Child Matters' framework

## **2 HOW DO WE RESPOND TO INCIDENTS OF BULLYING?**

The aims of Baytree School's anti-bullying strategies and intervention systems are:-

- \* to prevent, de-escalate and / or stop any continuation of harmful behaviour
- \* to react to incidents of bullying in a reasonable, proportionate and consistent way
- \* to safeguard the person who has experienced bullying and to trigger sources of support for that person
- \* to apply relevant disciplinary sanctions to the person causing the bullying and ensure that they learn from the experience, possibly through multi-agency support.

Preventing and tackling bullying- DFE July 2017

Specific ways of dealing with incidents of bullying at Baytree may involve:

- 'listening' (speech, Makaton, gestures etc) to each side – it may be a misunderstanding
- give suggestions for alternative behaviour to
  - a) the person causing the bullying (it may be the only behaviour they know)
  - b) the person experiencing bullying – assertiveness – make assertive statements
    - resist manipulation and threats
    - leave situation
    - enlist help from adult / another staff member
    - boost self esteem
    - remain calm in stressful situations
- Apply agreed sanctions to the person causing the bullying (in line with Behaviour Teaching and Learning Policy)
- Tackle it in Circle Time
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- There will be an allocated anti-bullying lead from the senior leadership team.

## **3 SUMMARY**

All adults have a responsibility to protect each pupil (and each other) from bullying (from whatever source).

If a person indicates/feels that they are being bullied or 'picked on' the adult has a responsibility to give the situation serious attention – something has to be done.

Bullying in any form has no place at Baytree School and all staff, parents and pupils must be informed of the commitment to educate against this type of behaviour.

Baytree School will, at all times, follow guidelines set out in the DFE publication- Preventing and tacking bullying, July 2017

Please refer to the following policies for further guidance:

- Whistleblowing policy
- Behaviour teaching and learning policy
- Baytree Safeguarding policy
- Harassment and bullying in the workplace policy

Reviewed by FGB via e-mail due to Covid-19 June 2020				
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