

# **EASTWOOD GRANGE SCHOOL**

## **ANTI-BULLYING PROCEDURE**



**Eastwood Grange Vision Statement:**  
**“Building resilience and skills in our young people for an independent, fulfilled life beyond education”**

### **Overview**

Eastwood Grange School is an independent, special day school for up to 50 boys and girls aged 5-18 years. The students exhibit a variety of severe and complex educational, social, emotional and mental health difficulties, which have impeded personal developmental and educational success. Many have a number of diagnoses. Our students have breakdowns in a number of educational settings and been failed by the level of support for their needs prior to their time at Eastwood Grange School. They arrive very disengaged with education and life after having experienced many crises and trauma.

Related Policies	Child Protection and Safeguarding Policy Peer on Peer abuse policy Equality Policy
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This policy is based on DFE guidance "Preventing and Tackling Bullying. Advice for Head Teachers, staff and governing bodies" (July 2017); a copy of this report can be located at the front of the schools Bullying file.

In addition to this all bullying issues are reported on Priory Datix system

### **1. Objectives of this Policy**

This policy outlines what Eastwood Grange School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults, between adults and children or between children and young people will be tolerated.

Eastwood Grange School uses its own policy but uses as its guidance the Derbyshire Anti-Bullying Policy.

### **2. Our School Community**

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports to parents/carers regarding their concerns on bullying and deals promptly with complaints; in turn, parents/carers work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the local authority and other relevant organisations when appropriate.
- Provides an Anti-Bullying student ambassador, to be actively part of the anti-bullying team.
- Weekly meetings with students to discuss any bullying concerns.

### **3. Definition of Bullying**

Bullying is:

"Behaviour by an individual or group, usually repeated over time that intentionally hurts another individual either physically or emotionally and involves an imbalance of power" (DFE "preventing and tackling bullying", (October 2014).

Bullying can include:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Kicking
- Hitting
- Taking belongings
- Producing offensive graffiti
- Gossiping
- Excluding people from groups
- Spreading hurtful and untruthful rumours
- Child and child bullying/abuse

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying), such as the sending of inappropriate messages by phone, text, instant messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile or via the internet.

### **4. PROTECTED CHARACTERISTICS**

The school also addresses prejudice-based bullying that targets all protected characteristics as set out by the Equality Act 2010, and includes the following: age, disability, gender

realignment, marriage and civil partnerships, pregnancy and maternity, race, religion, belief, sex and sexual orientation.

## **5. Child on Child Bullying/Abuse**

What is child on child abuse?

For these purposes, child on child abuse is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between children, and within children's relationships (both intimate and non-intimate), friendships and wider peer associations. We recognise that it is statistically more likely that girls will be victims of child on child abuse and that boys will be perpetrators and that peer on peer abuse can be perpetrated by the same gender but that all peer on peer abuse is unacceptable and will be taken seriously. Staff. Peer-on-peer abuse can take various forms, including (but not limited to):

- Bullying (including cyberbullying)
- Relationship abuse
- Domestic violence and abuse
- Child sexual exploitation
- Youth and serious youth violence
- Harmful sexual behaviour
- Prejudice-based violence including, but not limited to, gender-based violence.

Examples of online peer-on-peer abuse would include:

- Sexting
- Online abuse
- Peer-on-peer grooming
- The distribution of youth involved sexualised content, and harassment.

Staff who suspect that peer on peer abuse is happening in school or is being carried out at home should report it immediately to a member of the safeguarding team where they will take responsibility for oversight and next steps. The member of staff reporting the potential abuse, should record the information on CPOMS.

## **6. Forms of Bullying covered by this Policy**

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

- Bullying related to race, religion 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 and biphobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology- "cyberbullying"

## **7. Preventing, Identifying and Responding to Bullying**

Eastwood Grange School will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice – driven bullying.
- Actively provide systematic opportunities to develop pupil's social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non discrimination and respect towards others.

- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches, such as through displays, assemblies, peer support and the School Council/Pupil Voice.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff within the school to be able to identify all forms of bullying and follow the school policy and procedures (including recording of and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns surrounding the pupils at the school.
- Celebrate success and achievements to promote and build a positive school ethos.

## **8. Dealing with Incidents**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the staff member who has been approached.
- A clear and precise account of the incident will be recorded and passed to the schools Anti-Bullying Officer or the Head Teacher.
- The Anti-Bullying Officer will interview all concerned and will record the incident.
- The Anti Bullying Officer will then forward any actions to be put in place to the relevant staff members.
- All teaching staff in the school will be informed of any incidents.
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the schools systems, identifying and interviewing possible witnesses, and contacting the service provider and the police if necessary. The police will need to be involved to enable the service provider into the data of another user.
- Where bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policies.
- Parents/carers will be kept well informed.
- Sanctions will be used as appropriate and in consultation with all parties involved.
- If necessary and appropriate the police or other outside agencies will be consulted.

### **Supporting Pupils**

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice.
- Reassuring the pupil and providing continuous support.
- Restoring self-esteem and confidence.
- If required working with the wider community and local/national organisations to provide further or specialist advice and guidance.

### **Pupils who have bullied will be helped by:**

- Discussing what happened and establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support.
- If online, requesting content be removed and reporting account/content to service provider.
- Sanctioning in line with the schools behaviour/discipline policy. This may include official warnings, detentions, removal of privileges, fixed term and permanent exclusions.
- Speaking with police or local services.

## **9. Involvement of Pupils**

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and those who are bullying in order to address the problems they have.

## **10. Liaison with Parents and Carers**

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

## **11. Responsibilities**

It is the responsibility of:

- Governors, Head Teacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Anti Bullying Officer to communicate the policy initially to the Head Teacher and then to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

## **12. Monitoring and review, policy into practice**

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The head teacher will be informed of bullying concerns, as appropriate.