



Forest Moor School

Growing, Learning, Flying High 

Anti-bullying Policy

DETAILS OF POLICY

Original policy created by:	Senior Leadership Team
Date of most recent review:	February 2017
By whom:	Senior Leadership Team
Parties communicated to: (e.g. Parents, Staff etc.)	All stakeholders
Methods of Communication:	Website, school intranet, newsletters
Next planned review date:	February 2019
Persons responsible for audit review of policy:	Senior Leadership Team

Purpose and Scope

Our school is a community and every member of our community deserves to feel happy and supported. It is the responsibility of everyone who is a part of Forest Moor to help individuals to thrive. The primary purpose of this anti-bullying policy is to ensure that pupils learn and socialise in a supportive, caring and safe environment without fear of being bullied, and that, where bullying occurs, proper procedures for dealing with it are clear and understood.

Context

This policy aims to support the school in meeting its core purpose of providing personalised, high quality, teaching/learning and care experiences, in a safe and secure residential environment for vulnerable boys deemed to have BESD. It does this by ensuring that pupils are managed by a staff group who are sufficiently skilled to ensure that an effective and efficient environment is secured.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our school.

Any bullying incident will be dealt with promptly when it occurs. Support for the victim and guidance for the bully will be given.

All members of staff, and senior pupils acting in a supervisory role, should be aware that their own conduct is influential on the pupils and should avoid actions and statements which may imply support for the victimisation or humiliation of individuals. There are no innocent bystanders in a bullying situation. If you are a witness you must report it.

Aims of this Policy

1. To raise awareness that bullying behaviour is not acceptable at Forest Moor School.
2. To prevent bullying behaviour occurring at Forest Moor School.
3. To encourage any pupil who is being bullied to tell any member of staff and parent and guardian about it.
4. To ensure all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
5. To ensure all governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
6. To ensure all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.

7. To assure pupils and parents that we take bullying very seriously.

What is Bullying?

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)
- indirect (spreading rumours, excluding someone from social groups)

Bullying can hurt people emotionally and physically.

Emotional hurt can be caused in many different ways. It can be caused by:

- repeated name calling in order to humiliate
- repeated teasing
- taking or hiding belongings
- spreading false rumours
- ignoring a person and encouraging others to do so
- harassment of any kind
- racist remarks
- homophobic remarks
- uninvited sexual overtures
- using the internet or phones to upset or threaten people or to spread rumours about them
- using cameras or video facilities inappropriately

Physical hurt can be caused by:

- punching
- hitting
- kicking
- spitting
- scratching
- hair pulling
- biting
- unwanted sexual contact

People who bully are often supported by friends and bystanders who watch what is happening and do nothing to help the person being bullied.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- doesn't want to get in the taxi with his peers
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive, or unreasonable
- is bullying other children
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures for dealing with bullying

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, action will be taken immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded by the person who has witnessed the bullying incident or who has been approached about the problem.
- The incident will be reported to the most appropriate person, who will then be identified as the individual in charge of the investigation. This could be their class tutor, Headteacher, key worker or designated person for child protection issues.
- When behaviour is identified as bullying, parents of all pupils concerned will be informed and may be asked to come into school to discuss the problem.
- A record of the bullying behaviour and the way it was handled will be kept in a central file.

Pupils who have been bullied will be supported by:

- the offer of an immediate opportunity to discuss the experience with his key tutor or member of staff of their choice
- reassurance that the problem is being taken seriously
- the offer of continuous support
- strategies aimed to restore their self-esteem and confidence

Pupils who have bullied will be helped by:

- discussion of what has happened
- exploration of why they became involved in the bullying incident
- clarification of what was wrong about their behaviour and why they need to change
- the involvement of parents or guardians to help change the attitude of the pupil

Outcomes

1. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
2. The bully (bullies) may be asked to apologise.
3. If possible, the pupils will be reconciled.
4. The following disciplinary steps may be taken:
 - official warnings to cease offending
 - detention
 - exclusion from certain areas of school premises
 - minor fixed-term exclusion
 - major fixed-term exclusion
 - permanent exclusion
5. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review of the Policy

The Senior Leadership Team will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Useful Websites

- Bullying Online www.bullying.co.uk
- ChildLine www.childline.org.uk
- Kidscape www.kidscape.org.uk
- Teachernet www.teachernet.gov.uk
- North Yorkshire County Council www.northyorks.gov.uk/antibullying
- North Yorkshire County Council has a range of very useful material on anti-bullying.

Particularly valuable are the following guidelines:

- Guidelines for teachers and other staff
- Guidelines for pupils (some things to do if you are being bullied)
- Guidelines for parents

These can be found in the NYCC Behaviour & Attendance Strategy: Anti-bullying. Guidelines and self evaluation framework for schools.

February 2017

Reviewed by: SLT

Review date: February 2019