

Forest Way School

Anti-Bullying Framework For Staff and Pupils

This policy is currently under review

Name: Gail Seaton

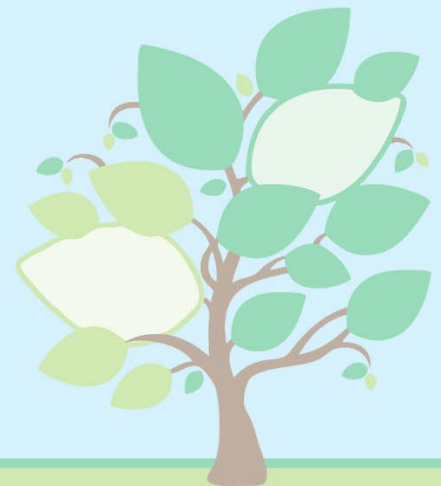
Signature:



Title: Headteacher

Date: September 2024

Next Review Date: September 2025



Statutory



Non-Statutory

Anti-Bullying Framework

Bullying behaviour, in any form, will not be tolerated at Forest Way School. This includes any member of the school community (staff, pupils, parents/carers or Trustees). You will find other relevant information regarding Anti-bullying within our Positive Engagement Policy and Safeguarding and Child Protection.

School Statement on Bullying

The occasions when bullying occurs in schools for pupils with special needs are very rare. Nevertheless, it is important to have a framework in place in the event of any incidences. This framework covers both staff and pupils.

Definition of bullying:

Bullying is an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause distress, risk to their well-being, emotional or physical harm to another person. Bullying is behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. Bullying is different to friendship fallouts and one-off incidents. All pupil incidents are logged on CPOMS our school system no matter how small an incident. Staff incidents are filed with the Headteacher. The logging is important as it allows us to have an overview of every pupil and monitor any repetitive incidents. This includes any behaviour that is discriminatory.

Reporting and responding to pupil bullying:

If a pupil experiences any form of bullying, they must report this to a trusted adult as soon as possible. This can be reported openly using visual aids support by a member of staff or indirectly and anonymously using a worry box/monster. Whether this be a parent/carer, member of staff. This information then needs to be passed to:

- Pastoral Team
- Class Teacher
- Grade 8
- Class staff
- ELSA Practitioner

If staff observe or are concerned about any form of bullying involving pupils they are to report it to the Designated Safeguarding Lead (DSL) Gail Seaton/Deputies immediately.

Bullying can take many forms but may be:

- **Physical** - hitting, kicking, and throwing things, spitting, taking or hiding belongings, sexual assault.
- **Verbal** - name calling, insults, offensive or sexual remarks about the person or his/her family, threatening language, extortion of money and unpleasant phone calls.
- **Relational** - social exclusion, spreading rumours or stories, graffiti, defacing property, displaying literature or materials of a racist, sexist or pornographic nature.
- **Indirect** - defacing property, displaying literature or materials of a racist, sexist or pornographic nature and theft or damage to someone's property.
- **Online/Cyber bullying** - can include offensive malicious, threatening or abusive text messages or internet messages/images/phone calls, /social networking sites/social media platforms/gaming online.
- **Child-on-Child Abuse** - (broadened by KCSiE 2024) to include children abusing other children, other varying forms of bullying including online and sexually harmful behaviour, sexual violence, and sexual harassment (further defined in KCSiE 2024 Part Five).
- **Prejudice based and discriminatory bullying** - any type of direct verbal or physical bullying, indirect bullying or cyberbullying based on protected characteristics such

as: a person's identity, such as their race, religion, sexual orientation or physical appearance.

- **Hoax** - People who harass others by repeatedly making false, grossly offensive, obscene or menacing telephone calls are committing an offence.

It is also bullying if someone feels hurt because of things said about ethnic background, religious faith, disability, special educational need, appearance or issues in their family.

Online and Cyber-bullying

The use of technology can bring huge benefits to all pupils at Forest Way School, educationally, socially and to enable them to lead as full a life as possible. It is vital that we educate our pupils to use the technology and online services in a manner that helps to protect them from harm and ensures their safety and wellbeing.

We want our pupils to be able to use technology and online services as safely and independently as they can, in readiness for life beyond school. The school's scheme of work is progressive, building upon previous learning, to allow pupils to learn about Online Safety in a manner that is appropriate to both their level of online usage and their level of understanding.

Online bullying and Cyber-bullying are covered in detail in our UK General Data protection GDPR Online Safety Policy. Refer to this policy when dealing with any suspected incident of online or cyber-bullying.

Our proactive strategies include:

- We are a 'listening and telling' school. This is the message that will be promoted within the whole of Forest Way School. There is an agreed collective responsibility to address any incidents of bullying which are observed.
- On an on-going basis the issue of bullying will be raised in order to maintain awareness of the issue through school assemblies, PSHE/RSE lessons and prominent pictorial displays and symbolised posters.
- Governing Board and (Senior Leadership Team) SLT will monitor bullying via staff meetings, CPOMs reports and parent/pupil questionnaires. All staff receive training on the identification, prevention and management of bullying. At the start of a new school year procedures for dealing with a bullying incident will be discussed. This framework will be available for all staff to read.
- Data on Bullying is reported in the termly Headteacher's report to Trustees for further monitoring, discussion and where necessary intervention.
- Pupil friendly version is displayed in the classrooms.
- The pupil council play an active role in the school's anti bullying approaches. They are the pupils' voice across all aspects of the framework.
- Pupils can report concerns in a variety of ways, see above.

Bullying Protocols:

In dealing with instances of, or persistent, bullying behaviour it will be made clear that:

- The harmer's behaviour is unacceptable, and the bullying must stop.
- Everything that happens is recorded.
- The application of sanctions will depend on the individual circumstances of each incident.
- Revenge is not appropriate for the harmed.
- The school will work with the parents/carers of both the harmed and harmer.
- Support will be available for the harmed.
- Support will be available for the harmer to help change behaviour.

Consequences:

- It is important that each case/incident of bullying or child on child abuse is responded to on its individual merits as no two cases/incidents will be the same.
- DSL/Deputies and the Pastoral Team will investigate any case/incident of bullying or child on child abuse and will take appropriate action to support the victim and the perpetrator.
- The Police will be contacted if a criminal offence has been, or has thought to have been, committed.

Advice to Pupils

Safeguarding student friendly guides and the DSL/Deputies poster are displayed in classes and teachers deliver further guidance and advice to support the pupils in understanding who can help them. We advise pupils can speak to anyone they feel comfortable talking to along with the role of the safeguarding and Pastoral team members. These two documents are also on the school website under the Parent/Safeguarding tab. In addition to this advice for pupils should:

- Remember that all pupils have a right not to be bullied.
- Not feel ashamed if it happens to them.
- Report bullying straight away. Watching and doing nothing can suggest support for the harmer.
- Ask parents/carers, family or anyone in school for advice and help. If you are too scared to tell an adult on your own, ask a friend to go with you.
- Keep on speaking up as long as bullying continues.

Advice to Parents/Carers

- Watch for early signs of bullying.
- Listen and take seriously, comments, which your child may make to you about bullying.
- Reassure your child that they are doing the right thing to tell you about the bullying.
- Encourage your child to talk to someone they trust at school.
- Remember that you may be the first person to know of any bullying incident. Try to stay calm and make notes which may be useful later.
- Work with the school to draw up ideas that will help to support your child both inside and outside school.
- Telephone school on 01530 831899 or email forestway@forestway.leics.sch.uk

Advice to Staff

Any staff members concerned about bullying of staff should speak directly to the Headteacher (or the Head of school if they are not available). They should do this immediately to ensure that the correct support is in place as soon as possible. Staff should also refer to the Equality Policy and Objectives and the Safeguarding and Child Protection Policy.

Guidance on Reducing the need for restraint and resistive intervention [Restraint and restrictive intervention: draft guidance - GOV.UK \(www.gov.uk\)](#)

Guidance for safer working practice for those working with children and young people in education settings – February 2022 [Professional and Personnel Relationships \(saferrecruitmentconsortium.org\)](#)

Linked Policies

Safeguarding and Child Protection
UK General Data protection GDPR Online Safety
Positive Engagement
Equality Policy and Objectives