



The Key Intervention

Anti-bullying Policy

September 2023

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Aim of the Policy

The aim of this policy is to ensure that The Key is committed to providing caring, friendly, respectful and a safe environment for everyone so that they can learn in a secure atmosphere free from bullying behaviour.

Objectives

- Create a culture in which it is 'Ok To Tell' whether experiencing or witnessing bullying behaviour, knowing that it will be dealt with.
- Create a culture in which bullying is not tolerated.
- Reduce the number of incidents of bullying.
- To ensure that everyone in the Keys will have an understanding of what bullying is and how the provision will deal with incidences of bullying.
- To develop a listening caring ethos at the Keys, where any form of bullying is not tolerated and dealt with in the appropriate manner.
- To encourage discussion and not make premature assumptions and to foster a problem solving approach.
- The staff is made aware of the anti-bullying policy by the Senior Leadership Team and has access to where the policy is kept.
- Explore issues through the curriculum by PSHE, assemblies and Anti-bullying week.
- Support the bully and the victim in modifying behaviour

What is bullying?

Bullying can be defined as a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim. It is usually conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms – both physical and non-physical, either in combination or in isolation. Any bullying, whether physical or non-physical, may result in lasting psychological damage to the individual.

Bullying generally falls into one or a combination of the following categories:

- Physical Bullying – Unprovoked assault on a person or group which can range from a 'prod' to grievous bodily harm.
- Psychological – Reduction of a person's self-esteem or confidence through threatening behaviour, taunting or teasing about race, gender, religion, sexual orientation, disability, family circumstances, appearance, or any other feature of their lives which can be used to wound or humiliate them.
- Social- Ostracism/rejection by peer group.
- Verbal – The use of language in a derogatory or offensive manner, such as swearing, racist or sexist abuse, sexual innuendo, spreading rumours, etc.
- Cyber bullying – Using mobile phones or the internet to deliberately upset someone.
- Homophobic – Any hostile or offensive action against lesbians, gay males, bisexuals or trans-gender people, or those perceived to be lesbian, gay, bisexual or trans-gender.

- Sexual violence and sexual harassment- can occur between two children of any age and sex from primary through to secondary stage and into colleges. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable. As set out in Part one of Keeping children safe in education (KCSIE), all staff working with children are advised to maintain an attitude of 'it could happen here'.

Procedures

How the Key intervention will work to prevent child on child abuse.

- Children should report bullying incidents to available staff or someone who they can trust. In cases of serious bullying, the incidents will be recorded by staff on a pupils chronology document and shared with schools and parents. The incident will then be investigated initially by the class teacher. If an incident is not resolved, it will be logged and passed immediately to the teacher in charge and/or provision manager who will ensure this matter has been resolved.
- Parents must report any bullying incidences to the class teacher through face-to-face communication, phone calls, emails or through the lead school.
- In serious cases parents will be informed and will be asked to come into a meeting to discuss the problem. School will be informed and invited to attend the meeting if necessary.
- The bullying behaviour or threats of bullying will be investigated, and the bullying addressed.
- Appropriate feedback will be given to the parent reporting the bullying in a timely manner.
- The Key accepts that any child could display bullying behaviour and as a provision we have a moral imperative to help those doing so to change their behaviour.
- If necessary and appropriate, external agencies will be consulted to provide support.

Outcomes

- The Key will investigate the incident.
- The child displaying bullying behaviour will be asked to genuinely apologise. Other consequences such as (a) an apology letter or (b) a written contract may be required.
- The Key will aim to sort out differences and encourage the pupils to reconcile.
- In serious cases, parents will be informed in writing and the Key will ask parents and schools to attend a meeting.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place and it will be considered that the incident/incidents are closed. The Key strongly believes that all children can be bullied or a bully and as such all parties once an issue has been addressed should be allowed to move on from the issue at hand.

Prevention

We will use various methods for helping children to prevent bullying. This will include:

- Have a listening and caring ethos
- Encourage discussion and don't make premature assumptions
- Adopt a problem solving approach
- The staff are made aware of the anti-bullying policy by Senior Leadership Team and has access to where the policy is kept.
- Explore issues through the curriculum by PSHCE, assemblies and Anti-bullying week.

- Support the bully and the victim in modifying behaviour
- Provide information through notice boards, posters and Child line.
- Provide support through playground buddies, friendship group and peer support.
- The anti-bullying policy works alongside the behaviour policy. This is discussed with the children in class so they are informed of the procedures

Resources

You Can Beat Bullying – A Guide for Young People Kidscape

This can be down loaded from www.kidscape.org.uk

The publication in colour and with graphics can be ordered from Kidscape

Journeys – Children and Young People Talking about Bullying

A Publication from the Office of the Children's Commissioner

www.childrenscommissioner.org.uk

Cities in Schools – Tackling Bullying – Conflict Resolution With Young People

Head Start Training Materials ISBN No. 1 873928 22 X

Beat Bullying – Pat Doorbar

Working with Looked after children to overcome threatening Behaviour

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