

CALDER HOUSE SCHOOL

Thickwood Lane, Colerne, Near Chippenham, Wiltshire, SN14 8BN

Anti-Bullying Policy

Calder House School recognises that children have the right to come to school and to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying of any kind is unacceptable at our school.

Calder House recognises it has a legal duty under The Education Independent School Standards) Regulations (part 3; section 10) to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

All pupils are encouraged to report any incidents of bullying and pupils should know that these will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell our staff so that we can take action to stop it.

All institutions, both large and small, have the potential for bullying behaviour. Our school is very clear that bullying is wrong and will not be tolerated.

What Is Bullying?

Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time that results in pain and distress to the victim. It can take many forms including:

- a. **PHYSICAL:** including punching, kicking, hitting or any other use of violence;
- b. **VERBAL:** including name calling, teasing or spreading rumours;
- c. **DAMAGE TO PROPERTY OR THEFT:** including taking or damaging something that belongs to someone else or pressuring another person to hand over their property;
- d. **EXCLUSION:** including deliberately preventing someone else from joining in conversations or activities;
- e. **CYBER BULLYING:** via text messaging, e-mail and social media or the misuse of technology such as camera and videos;
- f. **RACIAL/RELIGIOUS:** targeting someone because of their ethnicity or faith;
- g. **GENDER/SEXUALITY:** including sexually abusive or aggressive behaviour, making homophobic or transphobic remarks;
- h. **LEARNING DIFFICULTIES/DISABILITY:** targeting someone because they experience a physical or mental disability or because they find some aspects of learning more difficult than other children.

It is important to note that every child at Calder House has a specific learning difficulty. This increases the risk of them being bullied (for instance they might be picked on for being "stupid") and also means that they may find it harder to report bullying behaviour. A significant number of our pupils arrive at our school having experienced bullying at their previous settings.

Why is it Important to Respond to Bullying?

Bullying leaves people feeling hurt physically and/or emotionally. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who bully others need to understand that this is unacceptable and learn different ways of behaving. At Calder House School we recognise that we have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- Every member of our School's community – our management team (including the Governing Body), teaching and non-teaching staff, pupils and parents – should have a good understanding of what bullying is.



- Every pupil should understand what they should do if someone is bullying them or they believe someone else is being bullied in our School.
- Every parent of every child at the school should be aware of our policy on Anti-Bullying and understand what they should do if they are concerned that a child is being bullied.
- All members of staff should know what the school policy is on bullying, and how to follow it if they are concerned that a child is being bullied.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported and that bullying behaviour will not be tolerated.

Signs and Symptoms

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

- is frightened of walking to or from school
- doesn't want to go on the school
- changes their usual routine
- is unwilling to go to school (school phobic)
- 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
- comes home with clothes torn or books damaged
- 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 or siblings
- stops eating
- is frightened to say what's wrong
- is anxious about using the internet or receiving online messages
- gives improbable excuses for any of the above

These signs and behaviours could indicate other issues but bullying should be considered a possibility and should be investigated.

Procedures

1. Children are to be encouraged to report any incidents of bullying to staff and reassured that, when they do so, they be taken seriously and supported;
2. The Head of School must be informed of any allegations of bullying;
3. All allegations of bullying will be thoroughly investigated and, if substantiated, recorded in the Incident Book;
4. The parents/carers of all children involved in any incident of bullying (the child being bullied and the child doing the bullying) will be informed by the Head of School;
5. If necessary and appropriate, police and external safeguarding agencies may be consulted;
6. As well as supporting the child being bullied the school will look to support the child doing the bullying to identify the reasons for their behaviour and ensure that it is not repeated.

Pupils

Pupils who have been bullied will be supported by:



- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice – such as their “Listening Ear” (i.e. designated adult);
- recognising that some of our pupils find it difficult (more difficult than cognitively conventional children) to describe an event or how it made them feel;
- offering on-going support and supervision after the incident has been address to restore self-esteem and confidence and ensure that the incident is not repeated.

Bullying behavior is never acceptable. However, Calder House recognises that children who bully other children may be responding to and signaling their own distress. Pupils who have bullied others will be supported by:

- discussing what happened and the thoughts and feelings which led up to the incident;
- discussing why this is bullying behaviour and why it is unacceptable
- discussing the impact of the incident on the child who has been bullied
- seeking support from parents/carers to ensure the school’s position on bullying is reinforced at home.

Outcomes

1. The views and feelings of child who was bullied will be considered when deciding outcomes;
2. The bully will be required to apologise and take genuine steps towards reconciliation;
3. Other sanctions may also be imposed in line with the school’s Positive Behaviour Policy;
4. Suspension or exclusion will be considered in the most serious cases;
5. After the incident, the children involved will be monitored to ensure repeated bullying does not take place.

Prevention

Prevention is better than cure. Therefore, we take a number of steps in order to stop children being bullied in our school before incidents can arise.

- We have school rules, which pupils help to draw up and which are displayed prominently around our school. Pupils understand that bullying is not allowed.
- We have at least three members of staff on break-duty at any time – one of whom must be a qualified teacher. While on break-duty, staff are expected to actively supervise pupils’ behaviour and to look out for any child who appears socially isolated or distressed.
- We will appoint a “Listening Ear” (designated adult) to provide additional one-to-one support and mentoring for children who are particularly vulnerable or at risk.
- We recognise that children with low self-esteem are at particular risk both of being bullied and also of becoming bullies themselves. Many of our pupils have very low self-esteem and may benefit from specific remedial support around, for instance, positive self-talk and emotional resilience. This support can be made available to any child in the school and each child’s needs are considered and reviewed on an individual basis every term when designing pupils’ personalised subskills timetable.
- Staff are expected to raise the awareness of bullying through their delivery of the curriculum – for example in PSHE lessons, class time and assemblies – to teach pupils about bullying and why it is unacceptable.

Monitoring, evaluation and review

The school will review this policy on a regular basis and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy cross should be read in conjunction with our E-Safety Policy (with regard to cyber-bullying) and our Positive Behaviour Policy. A child-friendly version of this policy is also available. All school policies are available from the School Office on request and can be downloaded from our website:

<http://www.calderhouseschool.co.uk/about/policies>



This policy sets our school's approach to the issue of children bullying other children. However, we recognise that bullying isn't just an issue affecting children – adults can bully other adults too. We want to ensure that no-one feels bullied at Calder House and this includes our staff and the parents of our pupils. Any adult who feels bullied or intimidated by another adult should bring their concerns to the Head of School, the Managing Director or a member of the Governing Body. These will be taken seriously and treated in the strictest confidence.

This policy was last reviewed on 15 October 2020.



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