Anti-Bullying policy 2024
The Pines School

Ratified by the Full Governing Body on: 24th September 2024

Chair of Governors Signature: *Wendy Sartain*

School vision
Our vision is to create a safe and happy environment for our children to develop life-long communications skills to become a valued member of modern day society.

Protect	We endeavour to create an atmosphere where our pupils feel safe.
Inspire	We inspire our children to be the best they can
Nurture	We nurture our children's individuality.
Equality	We celebrate our differences and give everyone a chance. Everyone is included in our school.
Succeed	We celebrate all achievements, no matter how big or small!

As a rights respecting school, we uphold the UN Convention on the Rights of the Child. Our behaviour policy is underpinned by article 3: the best interests of the child must be a top priority in all decisions and actions that affect children

Introduction
The pupils at The Pines School all have a diagnosis of Autism, ASC (Autistic Spectrum Condition). The nature of their disability means that our pupils may show a lack of understanding or awareness that certain behaviours directed towards others may be undesirable or that they might be construed as bullying as social situations and interactions can be challenging. Similarly, our children and young people who are the recipients of such behaviours may be unable to express or communicate this or to tell adults. This means that all staff at our school have a duty to not only be aware of such behaviours and of any pupil involved, but also to respond appropriately to instances of bullying behaviours.

The school has a member of the leadership team with the overall responsibility for anti-bullying.

Policy Aims
The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Our school aim to promote a consistent approach and create an environment in which all types of bullying are considered unacceptable by all members of the school community.

To identify and deal effectively with incidents of bullying/ harassment in The Pines School

To support pupils understanding of socially acceptable situations and responses the actions of others towards themselves.

What is Bullying?
Preventing and Tackling Bullying, Department for Education, (July 2017) defines bullying as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber bullying via text messages, social media, gaming or the internet, which can include the use of videos and images), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual or perceived differences between children.

Some of our pupils will be unaware that certain behaviours have the characteristics of bullying and are socially unacceptable.

It is possible that one pupil may develop an obsession with another which may cause distress or anxiety. Such behaviours might include wanting to be near the 'target' pupil or having an interest in making physical contact with them, such as touching a particular part of their body or potentially harmful behaviours such as kicking, pinching or throwing objects.

Staff have a duty to be vigilant and alert to these behaviours. For example, the pupil who is the target may show fear or anxiety when he/she sees the child/young person who targets him/her. This information must be shared amongst all members of the class team, and also shared with other members of staff as soon as possible, particularly with those on duty during playtimes and lunchtime.

Types of Bullying
There are different types of bullying, which may include but is not limited to the following headings:
- Racist bullying
- Homophobic bullying
- Transphobic bullying
- Sexist bullying
- Sexual bullying
- Prejudicial bullying, e.g. directed towards an individual's SEND or mental health issues
- Relational bullying, e.g. excluding or isolating an individual

Cyber-Bullying
The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and a wider group of people involved as as people forward on content.

Vulnerable Groups
We recognise that some groups of pupils may be more vulnerable to bullying, including:
- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to LGBTQ+ or gender questioning
- Those who identify as LGBTQ+ or gender questioning

Managing incidents
Victims of bullying will be treated in a supportive manner that is individualised to the victim and ensures that they feel safe. We will

- identify and recognise situations where pupils are being bullied
- encourage pupils to approach a member of staff if they are being bullied.
- investigate incidents and clearly stipulate what action will be taken as part of that investigation
- provide appropriate training for staff, and support for the victims of bullying.
- build an ethos of de-escalation and non-confrontation
- raise the awareness of adults, children and young people about bullying through such things as the Anti Bullying Alliance, RSHE, Circle Time, E safety/ cyber bullying
- ensuring that all staff, students and volunteers are able to maintain and develop positive relationships with pupils- this will be promoted and evidenced as part of staff appraisals
- provide and encourage a safe, listening environment in which adults and pupils feel free to discuss their concerns about bullying behaviour.

If appropriate we will
- involve parents and all other appropriate organisations when necessary.
- mediate between the victim and the perpetrators or perpetrator.
- conduct an audit to identify where and when bullying is taking place and use this to inform the action that will be taken.
- make pupils who have aggressive tendencies, aware of this issue through the Behaviour Support and Intervention Plans.
- provide counselling and mental health support

Record keeping and reports

All incidents of behaviours that challenge, including behaviour that involves pupil to pupil incidents will be/ are reported on Behaviourwatch on the behaviour slip. This allows us to look at patterns of behaviour.

Any incidents of bullying should be recorded on Behaviourwatch, using the bullying form. This will be monitored by the senior leadership team. The staff member reporting the incident needs to ensure that it is reported with clarity. All incidents of bullying will be shared termly at the full governing board meeting.

A concern of bullying will be logged when the following criteria is met;

- When there have been 4 incidents of pupil-to-pupil in one month that are specially targeted;or
- when there have been 2 or more incidents in a 2-week period in which a pupil has been the victim of a targeted incident by one or more individuals.

Bullying incidents will be monitored daily by a named member of SLT. This is not an exhaustive list, some of our pupils will be unaware that certain behaviours have the characteristics of bullying and are socially unacceptable. This information is shared half termly in pastoral leadership meetings and is communicated to governors termly.

Any incidents of racial, sexual or homophobic language will be logged on the main Behaviour slip.

Responding to bullying we will make sure our response to incidents of bullying takes into account

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our school as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

This policy will be reviewed bi-annually and should be considered alongside:

- Equal Opportunities policy
- Positive behaviour policy
- PSHE
- E Safety Policy
- Safeguarding and child protection policy
- KCSiE 2024

M.Rudd 2024