



PensMeadowSchool

Living, Growing, Learning

Anti-Bullying Policy

MAY 2024

NEXT REVIEW DATE: MAY 2025

Staff Responsible: Michal Pawlowicz

Disclaimer

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Overview

Pens Meadow School does not tolerate bullying or harassment and recognises the damaging effects of all forms of bullying. All members of the school community are dedicated to establishing and maintaining an environment in which everyone can live, grow and learn whilst feeling safe and secure. We recognise that many of the pupils at Pens Meadow have difficulties with challenging behaviours which can be directed towards other pupils and we are committed to helping with these problems.

Definition – What is bullying?

Bullying is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group. Bullying is generally characterised by:

- **Repetition:** Incidents are not one-offs; they are frequent and happen over an extended period of time.
- **Intent:** The perpetrator means to cause verbal, physical or emotional harm; it is not accidental.
- **Targeting:** Bullying is generally targeted at a specific individual or group.
- **Power imbalance:** Whether real or perceived, bullying is generally based on unequal power relations.

Repeated bullying usually has a significant emotional component, where the anticipation and fear of being bullied seriously affects the behaviour of the targeted person or group.

It can be inflicted on a child by another child or an adult. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), 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 or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

It can take many forms, but the main types are:

Physical – for example, hitting, kicking, shoving, theft as well as peer on peer abuse including up-skirting

Verbal – for example, threats, name calling, racist or homophobic remarks.

Emotional – for example, isolating an individual from activities/games and the social acceptance of their peer group.

Online (cyberbullying) – is defined as ‘the use of Information Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else’. It is another form of bullying which can happen at all times of the day, with a potentially bigger audience.

Bullying often starts with apparently trivial events such as teasing and name calling which nevertheless rely on an abuse of power. Such abuses of power, if left unchallenged, can lead to more serious forms of abuse, such as **domestic violence** and abuse, racial attacks, sexual violence and harassment and self-harm or suicide.

Bullying is a type of behaviour which needs to be defined by the impact on the victim rather than the intention of the perpetrator.

Issues relating to severe learning difficulties (SLD) and autistic spectrum condition (ASC)

Pupils at Pens Meadow have a range of complex needs including severe learning difficulties (SLD) and autistic spectrum condition (ASC). This can result in difficulties with:

Communication.

Short and long term memory

Maintaining concentration

Understanding abstract concepts

Establishing and maintaining effective and meaningful relationships

Understanding the effect their actions might have upon others

Sensory integration

Emotional difficulties

High levels of anxiety

Social distancing

Physical contact

These factors can contribute to some pupils displaying challenging behaviours that place themselves and others at risk of harm.

At Pens Meadow we understand that such behaviours do not necessarily constitute bullying, but may do so if actions imply a degree of forethought, and of malice. Appropriate action will be taken in accordance with Behaviour for Life and Learning policy.

Preventing Bullying

As a school community we are committed to safeguarding all pupils and will not allow bullying to go unrecognised or unreported.

As a school we:

- Offer a total communication environment, enabling pupils to have an active voice
- Provide opportunities to discuss aspects of bullying and the appropriate way to behave towards each other through PSHE lessons and sessions such as circle time
- Expect all staff to follow our school code of conduct and encourage pupils to do the same
- Expect all staff to be positive models
- Ensure all staff are fully trained to be observant of signs of distress and suspected incidents of bullying including cyber-bullying
- Deal with all incidents promptly in line with the policy, contacting parents where necessary
- Treat bullying as a serious offence and take every possible action to eradicate it

Reporting, recording and co-ordination of appropriate action

We believe that, as a first step towards dealing with bullying and violence in our school, we need to cultivate a whole-school atmosphere of mutual tolerance and respect. Respect is just as necessary when students address teachers, and teachers speak to students, as it is when students interact amongst themselves.

All instances of bullying must be recorded as behavioural incidents, and the Head and/or Designated Safeguarding Lead (DSL) informed immediately.

This may include Serious Incident Review to establish the intent, even perceived, of the behaviour. It will also identify the recommendation for the Headteacher, should suspension be deemed appropriate consequence of the incident.

Following the review of an incident the record will be made on CPOMS.

Recording of information is extremely important so that:

- We are aware of incidents.
- We are able to track actions taken to prevent bullying
- We are able to check on support given to the victims.
- We can continue to monitor effectiveness of actions taken

When investigation is warranted, the following information should be recorded:

- Date of allegations.
- Dates and times (where possible) of incidents.
- Statements from witnesses
- Information from the alleged victim where appropriate
- Information from the alleged bully where appropriate
- Conclusions
- Actions taken
- Details of any parental involvement.

All records should be signed and dated.

The ensuing records will be kept securely on CPOMS.

The Head/DSL will ensure that all appropriate people (including parents and carers) are informed.

The Head/DSL will co-ordinate the support required for all parties.

It is the responsibility of the Head to report to the governors and the Local Authority (LA) the number of incidents of bullying.

Help, support and counselling will be given as appropriate to both the targeted person or group as well as the perpetrator.