




Baytree School

Anti-Bullying Policy

Mandatory/Non-Mandatory	Mandatory
Model Policy	
Annual/Bi-Annual	Annual
Date Ratified by FGB	6 th July 2022
Signed (Chair of Governing Board)	
Next Review Due	July 2023



Bullying in any form has no place at Baytree School and all staff, parents, governors and learners must commit to be vigilant and act against this type of behaviour.

Introduction

Baytree School is committed to promoting equality, diversity and an inclusive and supportive environment for its learners and staff, affirming the rights of individuals to be treated fairly and with respect.

We recognise that the most effective way of minimising bullying is to provide a positive atmosphere of caring, respect and friendship, through the ethos of the school.

Every child and member of staff at Baytree School should be valued and be able to learn and work without anxiety or fear from bullying.

Baytree School support all school staff to understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.

Aims

Bullying is unacceptable at Baytree School and as such we aim to:

- develop a school ethos in which bullying is regarded as unacceptable and that everyone has a responsibility to be proactive in ensuring that bullying is challenged and reported
- provide a safe and secure environment where all can learn and work without anxiety, humiliation, harassment, oppression or abuse
- respond effectively to any bullying incidents that may occur
- ensure the school community are aware of our opposition to bullying and know that appropriate action will be taken if bullying occurs
- ensure that everyone takes responsibility for the prevention and elimination of bullying in our school

What is bullying?

Bullying is rarely a single incident and tends to be an accumulation of many small incidents, each of which, when taken in isolation and out of context, can seem trivial. There are many definitions of bullying, but most have three things in common:

- It is deliberately or perceived as hurtful or threatening behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

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

- Physical – for example, hitting, kicking, taking belongings
- Verbal – for example, name calling, insulting, unkind or discriminatory remarks
- Social – for example spreading nasty stories about someone, excluding someone from social groups, tormenting, staring, threatening gestures
- Cyber – this is can take many forms and is outlined in greater detail in the Online Safety Policy.
- A combination of the above – for example extortion (forcing someone to give up money or belongings) or intimidation (making someone frightened because of threats)

Any of these may also have contexts that discriminate in relation to:

As identified in The Equality Act 2010 – protected characteristics

- Special Education needs or disabilities
- Appearance or health conditions
- Gender or sexual orientation
- Young carers or looked-after children
- Sexist or sexual bullying

Bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves.

Why we need to tackle bullying?

- It makes learners and staff feel unsafe, unhappy and may impact on their social, emotional mental health and their physical health
- Learning can be significantly impacted by bullying
- Some people may avoid bullying by not coming into school
- Learners/staff who observe unchallenged bullying behaviour are likely to copy this negative and anti-social behaviour or feel oppressed by it
- Tackling bullying is part of building an effective, caring school ethos to ensure a supportive and inclusive culture for all
- The Law requires it to be tackled

Strategies to prevent bullying

• Baytree School Curriculum is developed to support the learner in their understanding of themselves and others at an appropriate level. Our curriculum is highly personalised, enabling learners to learn about themselves, relationships with other people and the world around them at an appropriate level.

At Baytree School our **'Golden Threads' are communication and independence** which are key to learners understanding of self and others and enabling them to successfully communicate.

- Our school values and ethos underpin all we do and guide the promotion of positive behaviour between staff and learners and a culture of mutual respect; by openly discussing differences between people that could motivate bullying, such as religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Any bullying between adults is reported to an appropriate person. This may be the Head Teacher, DSL or the chair of governors
- Bullying involving member(s) of staff will be dealt in accordance with the Staff Code of Conduct and the school's Disciplinary Policy. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.

Specific ways of dealing with incidents of bullying at Baytree School may involve:

- Listening (speech, Makaton, gestures etc) to each side – it may be a misunderstanding and or/miscommunication
- Support adults/learners understanding of the impact of negative and/or bullying behaviours on others
- Apply agreed sanctions to the individual causing the bullying (in line with Behaviour Teaching and Learning Policy)
- Addressing it in planned PSHE curriculum lessons through EYFS – POST 16
- There will be an allocated anti-bullying lead from the senior leadership team.
This will be the Designated Safeguarding Lead.

The aims of Baytree School's anti-bullying strategies and intervention systems are:

- To prevent, de-escalate and/or stop any continuation of negative or harmful behaviour
- To react to incidents of bullying in a reasonable, proportionate and consistent way
- To safeguard the person who has experienced bullying and to trigger sources of support for that person
- To apply relevant disciplinary sanctions to the person causing the bullying

Roles and Responsibilities

The Head Teacher/Deputy Head Teacher/DSL are responsible for:

- overall monitoring of bullying and the anti-bullying policy within the school

- dealing with incidents of bullying between adults
- following up any situations not satisfactorily resolved in the view of the SLT member, parent or any concerned member of staff
- ensuring accurate record keeping

All staff are responsible for:

- ensuring the safety of learners who, because of the impact of their special needs struggle to communicate any issues that arise
- informing the member of the SLT of any incidents of bullying observed, disclosed or suspected

Governors are responsible for – Monitoring and Evaluation

Establishing, with SLT and inclusive and supportive culture and environment which promotes equality and diversity for its learners and staff:

This policy will be monitored and the effectiveness will be evaluated in the light of the numbers of bullying incidents recorded, staff response to bullying behaviour.

The Governors with oversight of this policy are Baytree School Governing Board to whom numbers of incidents will be reported three times a year to coincide with Behaviour, Accident and Incident report, and annually with the policy review.

Baytree School will, at all times, follow guidelines set out in:

Department for Education - Preventing and tackling bullying – Advise for headteachers, staff and governing bodies - July 2017 (see link below)

[Preventing and tackling bullying \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

Relevant Law and Guidance:

- The Equality Act 2010
- The Children’s Act 1989
- Keeping Children Safe in Education
- Working together to safeguard children 2018
- Send Code of Practice

Please refer to the following policies for further guidance:

- Baytree School Whistleblowing policy
- Baytree School Code of Conduct
- Baytree School Online Safety Policy
- Baytree School Safeguarding Policy
- Baytree School Behaviour teaching and learning policy
- Baytree School Harassment and bullying in the workplace policy
- Baytree School Acceptable Use Policy

<u>Reviewed by FGB:</u> 19 th June 2020 Via email due to Covid-19	<u>Reviewed by FGB:</u> 7 th July 2021	<u>Reviewed by FGB:</u> 6 th July 2022		
<u>Next Review due:</u> June 2021	<u>Next Review due:</u> July 2022	<u>Next Review due:</u> July 2023		