

Hope House School & Vacation Centre

Transforming the lives of children living on the Autistic Spectrum

ANTI BULLYING POLICY

Author: Terri Westmoreland
Responsible Organisation: Hope House School
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Version 1

Signed:

Terri Westmoreland

Hope House School, Barnby Road, Newark, NG24 3NE

This policy has been read and signed on behalf
of the Directors of Hope House School by _____

Version Control Sheet

Version:	Date of issue:	Date of revision:	Used by:
1	June 2010	June 2011	Terri Westmoreland
2	June 2011	June 2012	Terri Westmoreland
3	June 2012	June 2013	Terri Westmoreland
4	June 2013	June 2014	Terri Westmoreland
5	June 2014	June 2015	Terri Westmoreland
6	June 2015	June 2016	Terri Westmoreland
7	June 2016		

Introduction

This Policy is produced to be read by all members of staff and volunteers at Hope House School who should then follow the Protocols issued as guidance. At Hope House we view bullying as a serious issue. Any form of bullying is contrary to the ethos of our school and will not be tolerated. We believe that children, young people and staff should feel safe and secure and free to fulfil their potential, benefit from the learning opportunities provided and enjoy their daily experience at Hope House without fear and distress.

All members of Hope House are expected to treat each other with respect and consideration, behaviour contrary to this will be investigated and dealt with according to the school or staff discipline policy. Our priority will be reconciliation and a conclusion that is fair and satisfactory to all parties. It is especially important to us that our policy takes into consideration the unique nature of our children and young people's needs and their experiences.

We are aware of the possibility that some may have been victims of bullying because of their autism and / or behavioural / learning difficulties. We are also aware that for some children and young people, because of the nature of their disorder their behaviour may be interpreted as bullying or conversely, may be used as an excuse for bullying.

Therefore the objective of our policy is to promote vigilance, justice and understanding amongst our whole school community, we know that this can be achieved through consultation, awareness raising and dialogue.

Our definition of bullying

- Deliberately makes another person feel uncomfortable, distressed or threatened
- Is repeated over time
- Makes those being bullied feel powerless to defend themselves
- Can include racist, sexist or homophobic behaviour

Bullying may take many forms, such as

- Physical: for example hitting, pushing, kicking
- Name-calling and verbal abuse: face to face, in writing, by phone, on-line, or by text message
- Making racist, sexist or gender based comments, jokes or graffiti
- Making threats
- Taunting or mocking
- Spreading rumours

- Making demeaning jokes or comments
- Excluding or ostracising a person
- Ganging up on someone
- Refusing to co-operate with someone
- Hiding a person's possessions or equipment
- Demanding money

Provision for Children and Young People

To help combat bullying amongst our pupils we will:

- Involve them in the production of child friendly version of this policy
- Give differentiated PSHE lessons
- Display posters and appropriate work in social areas
- Provide a key member of staff as a contact person
- Provide tutorials in dealing with bullying both as a bystander and a victim

Additionally, we will involve children and young people in a bi-annual review of the policy to ensure it reflects their views on bullying, what it is and how it feels.

Provision for staff

We are aware that bullying is sometimes not confined to children and young people bullying each other. Occasionally it can occur between staff / partner relationships. This is taken equally seriously and is also governed by this policy.

- In order for staff to deal confidently with bullying and non-teaching staff so that they are aware of our policy, and able to recognise signs of bullying
- Provide training if necessary on the management of bullying
- Provide a quick reference document
- Provide a confidential reporting procedure
- Conduct unbiased investigations
- Ensure that they are conversant with procedures for reporting suspected, witnessed or personally experienced incidents of bullying

Parental Involvement

To enable to recognise the signs of bullying and to join us in combating it we will:

- Ensure that all parents receive a copy of this policy and that staff have read the policy and the guidance from the DFE

- Give parents and carers the opportunity to share any concerns they may have about their child's susceptibility to either displaying behaviour that could be construed as bullying or becoming a victim of bullying themselves
- Ensure that parents have easy and frequent access to key staff so that they can flag up problems

Monitoring and Evaluation

The Principal or person designated will monitor the effectiveness of the policy by examining and reporting on the incidents that have occurred during the previous year. Parents will be made aware of our policy via their Welcome Pack and they will be asked to discuss it with their child prior to being admitted to the school. Pupils will also learn about bullying and its consequences as an integral part of the curriculum.

Records will be kept securely for the duration of the child or young persons (victim and perpetrator) time at Hope House, plus one year. They will, however be passed to their next school, club or respite facility with the rest of their records if they leave Hope House. Records may also be used if necessary by supporting services in order to assist them in their work with the child or young person.