



The Southfield Trust Anti-bullying Policy

This policy was adopted on 6.3.18

Principles

The Southfield Trust addresses the issue of bullying constantly through the curriculum, behaviour management, assemblies, SMSC, PSHE, social skills work and through the general ethos of the schools. We aim, as a Trust, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent response to any bullying incidents that may occur.

We aim to make all those connected with the Trust aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school as follows:

- All governors, trustees, members, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors, trustees, members, teaching and non-teaching staff should know what the Trust policy is on bullying, and follow it when bullying is reported.
- All pupils/students and parents/carers should know what the Trust policy is on bullying, and what they should do if bullying arises.
- As a Trust we take bullying seriously. Pupils/students and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- Behaviour incidents are analysed to help spot bullying
- Bullying infringes Children's Rights as referenced in the UN Convention on the Rights of the Child.

At the Southfield Trust, pupils with communication difficulties are taught to use a range of strategies to indicate any anxieties. In all classrooms a set of school values are displayed. We aim to make all pupils/students aware of the Trust policy on bullies and bullying and any Buddy systems in their own schools.

Across the Trust, bullying is an issue addressed through SMSC, PSHE, tutor group sessions and assemblies. E-safety including awareness of cyber bullying is addressed through assemblies, staff meetings and the curriculum.

All pupils/students, whatever their level of understanding and attainment, are taught about children's rights as contained within the UN Convention on the Rights of the Child.

What is Bullying?

Any behaviour that one person uses against another with the intention of causing emotional or physical distress. We believe bullying to be:

- An offence
- Cowardly
- Cruel

Examples of bullying are:

- Intimidation, bossing about
- Teasing people for being disabled, a different race, a different gender or sexuality
- Violence, harassment
- Name calling
- Threatening behaviour, verbal abuse, physical abuse
- Making people feel bad about themselves
- Social exclusion

This includes bullying by using mobile phones and cyber-bullying on social networking sites.

Procedures

A student 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 student:

- doesn't want to walk to school or go on the bus/in the taxi
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- 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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

All bullying incidents should be reported to the lead designated safeguarding lead, Martin Harrington, and the appropriate Senior Manager. In cases of serious bullying, the incidents should be reported in writing using the agreed system for each school. Issues will then be discussed in class team meetings/teacher briefings/ teacher meetings, and SMT meetings.

In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem. If necessary and appropriate, parents/carers and the police will be consulted.

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. An attempt will be made to help the bully (or bullies) change their behaviour.

Outcomes

Staff will respond to bullying in a way which is appropriate to the pupils' level of understanding. There are planned responses to some individual pupils outlined in their behaviour plans. The overall aim is to promote understanding of actions and consequences as well as moral codes.

If appropriate, the bully (or bullies) may be asked to genuinely apologise. In serious cases, suspension or even exclusion will be considered. If possible, the pupils/students will be reconciled.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

The following action will be appropriate in some cases:

- Negotiation of an anti-bullying contract
- Letter of apology
- Isolation at break-time
- After school detention

Helpful Organisations:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204 www.kidscape.org.uk
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk