

		Date	Review Date
Written by	Emma Shutt	5/9/20	5/9/21
Reviewed by	Anna Hulme	22/9/2021	22/9/22
Reviewed by	Anna Hulme	07/10/22	
Signed by (Gov)			

RATIONALE

Intuition School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

MISSION STATEMENT

Intuition School actively promotes positive interpersonal relations between all members of the school community. This policy has been developed through consultation which involved all members of the school community – young people/young people, parents/carers and all school staff.

PRINCIPLES**Intuition School believes that**

- Students have a right to learn free from intimidation, prejudice and fear.
- The needs of the victim are paramount.
- Bullying behaviour, including racial and homophobic abuse, will not be tolerated
- Bullied students will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

DEFINITION OF BULLYING

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of students.

CONTEXT**FORMS OF BULLYING:**

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.

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- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.
- Teasing or spreading rumours about another pupil or his/her family because of their sexuality/ gender.

Keeping Young people Safe in Education 2019 – updates

Peer on Peer Abuse

All staff should be aware that young people can abuse other young people (often referred to as peer on peer abuse). This is most likely to include, but may not be limited to:

- bullying (including cyberbullying).
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm.
- sexual violence, such as rape, assault by penetration and sexual assault.
- sexual harassment- such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse.
- up skirting, - which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.
- sexting (also known as youth produced sexual imagery).
- initiation/hazing type violence and rituals

PARTICIPATION & CONSULTATION PROCESS

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Awareness raising programmes (Curriculum & parent information evenings)

- Survey/questionnaires distributed to students, parents and whole school staff.
- Obtaining the views of elected student representatives e.g. class council, school's council or prefects
- Seeking the views of parents at information evenings.
- Monitoring evaluation and review.

RESPONSIBILITIES OF ALL.

Our staff will:

- Foster in our pupil's self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to young people who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (name of teacher and post, e.g. our designated teacher for child protection/head of pastoral care).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Students

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

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Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential
- targets.

The Responsibilities of Parents

We ask our parents to support their young people and the school by:

- Watching for signs of distress or unusual behaviour in their young people, which might be evidence of bullying.
- Advising their young people to report any bullying to Anna Hulme {Principal} or their Keyworker {Clare Hammond or Samantha Holford} and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students.
- Advising their young people not to retaliate violently to any forms of bullying
- Being sympathetic and supportive towards their young people, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their young people are not involved.
- Co-operating with the school, if their young people are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the young people who are bullied and for the bullies themselves.

The Responsibilities of All

Everyone should:

Work together to combat and, hopefully in time, to eradicate bullying.

PREVENTATIVE MEASURES.

Intuition School will endeavour to promote positive behaviour through:

- Holistic Plans
- Learning Coach / Key Worker provision
- Classroom Management

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- Tracking adherence to the Student Agreement
- Recording incidents
- Recognition and celebration of Anti-bullying week
- Promote positive friendships through specific interventions i.e: Friends, Resilience and Stop, Think, Do.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

- Records of incidents and follow up Investigations are kept on IRIS
- Actions taken follow our Relationships Policy, which can be found on our Website
- Contacting parents/carers of all students concerned in the bullying incident.
- Feedback to those concerned.
- Restorative Practice sessions with Keyworkers as Mediators
- Contacting relevant professionals e.g. EWO, Social Care, Family Support, Youth Offending Officer, Education Psychology, Pupil's Local Authority Key Person

Related Policies and Procedures

- Child Protection / Safeguarding Policy Statement
- Procedures for responding to concerns about a child or young person's wellbeing
- Dealing with allegations made against a child or young person
- Managing allegations against staff and volunteers
- Code of conduct for staff and volunteers
- Online Safety Policy and procedures for responding to concerns about online abuse
- Equality and diversity Policy

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

Further guidance can be found via:

bullying learning.nspcc.org.uk/child-abuse-and-neglect/bullying

online abuse learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse

child protection learning.nspcc.org.uk/child-protection-system

Anti-Bullying Policy

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MONITORING AND REVIEW

Intuition School are committed to the monitoring and reviewing of this policy on an annual basis