



## Anti-bullying statement

Lead Reviewer: **Deputy Head teacher**

Who this is aimed at: **Whole school community**

Version	Reason for Change
3	Review added reference to staff expectations June 1 <sup>st</sup> 2017
4	Review added reference to staff being bullied July 13th 2017 and a definition of bullying from DFE guidelines.
5	Review added Social Media policy to list of associated documents, March 2019

<b>Frequency of review</b>	3 years	<b>Review due</b>	2022
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Record of signatures and dates		
Reviewed agreed	Signature	Date

## **Philosophy**

Rosewood free School is committed to providing an environment where its pupils and staff members can be safe and free from all kinds of abuse. All pupils are valued as individuals, treated with dignity and respect and encouraged to achieve as much as they are able. All pupils are taught to respect other people and to have regard for other people's needs and feelings.

## **Aims**

- To maintain a safe environment in which pupils can learn and be educated.
- To continue to have no bullying within the school.
- To promote positive working relationships with staff teams and to model positive relationships.

## **What Is Bullying?**

In the most recent guidance, the Government defines bullying as: *Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally.* (Preventing and Tackling Bullying DfE March 2014).

All school staff should remain vigilant and challenge bullying behaviours immediately. These behaviours may include: *name-calling; taunting; mocking; making offensive comments; kicking, hitting and pushing; taking belongings; cyber bullying through inappropriate text messages or via the internet, or sending offensive or degrading images by 'phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours.*

Bullying can commonly be related to issues such as: religion, race or culture; special needs or disabilities; appearance or health conditions, sexual orientation, gender; and home circumstances. However, some children may not believe that "nasty" comments they might make are in fact bullying. We can reduce bullying in school by challenging what may be perceived as low-level negative attitudes our students may have towards others, and by encouraging tolerance and an understanding of difference and diversity.

## **What does this look like at Rosewood?**

Many of our pupils, because of the nature of their learning difficulties, have to be helped to reach out to other people and to be aware of them as people in any way at all. Although some of our pupils have complex behaviour difficulties they are to do with autism or difficulties in the handling of their emotions and they do not involve bullying. This is

because bullying, by its nature, is a complex activity which is beyond the conceptual ability of our pupils. All of our pupils have needs which require an extremely high level of support, consequently it is school policy to supervise them at all times, and therefore bullying does not arise.

All pupils are valued and treated with courtesy at all times. They need a lot of support in order to be able to communicate. Programmes are in place which aim to teach them about dealing effectively with emotions and relating appropriately to others. Staff model respect and care for others at all times and pupils respond to a caring atmosphere and high expectations.

### **The Bullying of Staff**

The definitions of bullying in this document apply to staff as well as students in school. Staff can be bullied by colleagues, or witness what they believe to be bullying behaviour toward other staff. Students can bully staff through persistent and targeted harassment inside and out of the classroom, including cyber bullying.

Staff who feel that they are being bullied by another staff member, irrespective of their position in school, or by a parent, carer or other professional from the wider team, should address their issues to the head teacher. Should alleged bullying be conducted by the head teacher, and this cannot be resolved with the head teacher, the matter should be forwarded to the Chair of Governors. In all cases of the bullying of staff, notes should be made of comments, times and dates as evidence will need to be considered before any action can be taken.

### **Associated Documents**

- Mission Statement
- Beliefs and Aims
- SEN Policy
- Whistle blowing Policy
- Behaviour Policy
- Safeguarding Policy
- Single Equalities policy and Plan
- Social Media Policy