

Anti-Bullying Policy

Approved by: Board of Trustees

Date: September 2023

Next Review due: November 2024 **by:** Operations Lead

Policy Statement

Bullying damages lives. The aim of this policy is to provide pupils with a safe and secure working environment free from bullying and harassment.

It is recognised that all schools are likely to have a problem with bullying at some time. The Brighton Waldorf School aims to provide the means and opportunity for pupils to let us know if bullying occurs and the strategies to deal with it when it does.

This policy is written with reference to DFE “Prevent Bullying” 2014.

The Aims of the Policy

This policy aims to produce a consistent response by the school to any bullying incidents that may take place.

Policy

1. Recognising the signs of bullying

Bullying is deliberately harmful behaviour over a period of time. The school recognises that any pupil can be bullied but certain factors that can make bullying more likely are:

- a lack of close friends in the school
- shyness
- race, religion, sexual orientation or social class
- special educational needs, a disability or some other obvious difference, eg stammering or acne.

Staff will suspect bullying is occurring if a pupil:

- becomes withdrawn and anxious
- shows a deterioration in his or her work
- starts to attend school erratically
- has spurious illnesses
- persistently arrives late at school
- prefers to stay with adults

2. Preventing bullying

The school takes every opportunity to demonstrate to pupils, through the curriculum and by example, that it is totally opposed to bullying.

All school staff must, wherever possible, intervene to prevent bullying incidents from taking place. The school encourages pupils to report any incidents of bullying to a teacher or other adult at school. Any incidents of bullying are taken seriously and dealt with as quickly as possible.

The school will ensure that all staff, pupils and parents are aware of the school's anti-bullying policy.

Procedure - dealing with bullying incidents

Staff who receive a report of a bullying incident from a pupil should:

- listen to the pupil's account of the incident
- reassure the pupil that reporting the bullying incident was the right thing to do
- make it clear to the pupil that they are not to blame for what has happened
- make a note of what the pupil says
- explain that the pupil should report any further incidents to a teacher or other member of staff immediately.

Staff will ask the pupil:

- what has happened
- how often it has happened
- who was involved
- where it happened
- who saw what happened
- what they have done about it already.

Pupils will be told that they may bring a friend with them if they wish, when they report an incident of bullying..

1. Supporting children who report bullying:

Once a child has reported bullying to a trusted adult (normally the Class/Kindergarten Teacher or other teacher) and has been reassured that they were right to take this difficult step, this person will bring the matter to the SENCO, and arrange for discussions to take place as soon as possible at the appropriate pedagogical meeting (EY/Lower School/Upper School). Thereafter other Staff will be made aware of the child's vulnerable situation, as necessary, so that they are able to keep an eye on their social interaction and general wellbeing. The Class Teacher to whom the bullying was reported will normally consult with parents, and find ways to work together at home and at school to help the child. They will closely support the child at school themselves, or delegate this to another adult whom the child trusts, for as long as this is necessary. With younger children, a pedagogical story may be used within the class, or with older children the situation of the bullying may be discussed sensitively with the whole class.

Concerns that a pupil is suffering, or is likely to suffer, significant harm as a result of bullying will be treated as a child protection concern and reported to the local authority's Social Care department.

2. Helping bullies to change

Staff should spend time helping pupils who have bullied others to change their behaviour. If a pupil is bullying others, staff should:

- talk to the pupil and explain that bullying is wrong and makes others unhappy
- discuss with the pupil how to join in with others without bullying
- talk to the pupil about how things are going at school, their progress and friends
- give the pupil lots of praise and encouragement when they are being kind and considerate to others.

3. Dealing with serious bullying

If the preventative measures and peer support strategies do not succeed, serious bullying is dealt with under the school's Discipline Policy. The bully may:

- be removed from the group
- lose any break or lunchtime privileges
- have any item that might have been used for cyberbullying confiscated
- be put in detention
- be banned from a school trip or sports event where these are not an essential part of the curriculum
- be excluded or suspended for a fixed period.

In the most serious cases, permanent expulsion will be the most likely outcome if the bullying:

- involves serious actual or threatened violence against another pupil
- amounts to persistent and defiant misbehaviour.

4. Bullying of pupils with SEND

Pupils with SEND are at particular risk of bullying. The school:

- ensures that pupils with SEND are fully integrated into the life of the school
- ensures that all staff are aware of pupils who are vulnerable and understand their particular needs
- ensures that staff training covers the specific ways in which bullying affects pupils with SEND
- uses the curriculum to explore the issue of "difference" and give pupils the opportunity to explain to their peers what it is like to have their special needs or disability
- encourages a positive relationship with the parents of pupils with SEND
- assesses any trends or patterns in incidents of bullying affecting this group of pupils.

Recording incidents

All incidents of bullying and discussions with the pupils involved are recorded on CPOMS.

Co-operating with parents and carers

The school will ensure that parents are aware of the school's anti-bullying policy.

The school encourages parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the child's class teacher or class guardian as soon as possible.

Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

Monitoring and Review

This policy is regularly monitored by the School Leadership Team and Trustees to ensure that it is working as effectively as possible.