



Anti-Bullying Policy

School Details :	<p>The Island Project School DofE Registration Number : 334/6010 Company Registration Number : 5924196 Registered Charity Number : 1119034 Telephone Number : 01675 442588</p>
Designated Safeguarding Lead :	<p>Sarah Gallagher – School Principal Mobile : 07971 543 832 Email : s.gallagher@ipschool.co.uk</p>
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Designated Trustee For Child Protection:	<p>Jacqui Walters-Hutton email : jwaltershutton.trustee@ipschool.co.uk</p>
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To be reviewed by :	<p>13th November 2019</p>

Anti-Bullying Policy

The Island Project School

Statement of Intent

The use of the word “School” includes the School site at Diddington Hall and the College site at Birmingham Road.

To safeguard and promote the welfare of pupils, the Island Project School (“the School”) seeks to provide a safe, secure and positive environment in which pupils can maximise their potential and be treated with respect and understanding.

We acknowledge that bullying can take place at all levels and will endeavour to ensure that no member of the School community is subject to bullying or harassment of any kind by any other member of the School community.

Our Commitment to Action

We recognise our responsibility to respond promptly and effectively to the issues of bullying; to prevent incidents from occurring whenever possible; to protect and support pupils/staff who are victims; and to modify the behaviour of the perpetrator by helping them learn different ways of behaving.

We are committed to:

- providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere;
- encouraging pupils to communicate their worries, confident that an adult will listen and will help;
- promoting the message that bullying of any kind is unacceptable and not tolerated;
- ensuring that the anti-bullying policies, Government guidelines and DfE guidelines, are understood and that they are reviewed and monitored regularly to ensure their effectiveness;
- making sure that all staff, pupils and parents are aware of the anti-bullying policy; and
- where necessary to deal with bullying as a child protection issue.

We will make it clear to pupils, staff and parents/carers that if and when bullying occurs, we will work together as a community, in accordance with our School policy, to ensure the safety of the victim and to support improved behaviour from the perpetrator of bullying.

What is Bullying

“Bullying behaviour abuses an imbalance of power or repeatedly and intentional causes emotional or physical harm to another person or group of people. Isolated instances of

hurtful behaviour, teasing or arguments between individuals would not be seen as bullying.”
(Torfaen definition 2008)

Bullying can be:

- **Emotional** : being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** : pushing, kicking, hitting, punching or any use of violence
- **Racist** : racial taunts, graffiti, gestures
- **Sexual** : unwanted physical contact or sexually abusive comments
- **Homophobic** : because of, or focussing on the issue of sexuality, gender, sexual orientation
- **Verbal** : name-calling, sarcasm, spreading rumours, teasing
- **Cyber** : All areas of Internet, such as email & Internet chat room misuse; mobile threats by text messaging & calls, online gaming; misuse of associated technology, i.e. camera & video facilities

Aims and Objectives Policy

To ascertain that we work towards ensuring a consistent approach in ensuring:

- we take positive action to prevent bullying from occurring at all levels;
- that the whole School community have an understanding of what bullying is and are aware of the possible signs and symptoms;
- that the whole School community know what our school policies are on bullying and are fully aware of what procedures to follow if bullying arises;
- that staff, pupils and parents are assured that they will be supported when bullying is reported and that the issue is taken seriously;
- our commitment to bullying is to practice zero tolerance on a whole-school basis and continually emphasise this in our School's environment, through the curriculum, during group work, and individual 1:1 sessions, and through the regular reinforcement of the School's policy at each available opportunity;
- that all bullying incidents are recorded and procedures followed efficiently;
- we regularly monitor and review the effectiveness of our policies and procedures through consulting with, and seeking the views of staff, pupils and parents/carers on the how well the policy is working and identifying any problem areas;
- we will work together and help each other to safeguard and promote the welfare of all our pupils and members of staff;

- of any instance of bullying is reported outside of school premises, to take whatever steps are appropriate within school to address the behaviour.

Links to our Behaviour Policy

Whole School behaviour is key to the success of our School and as part of our School ethos we value respect and dignity for all, regardless of age, ability, race or gender. Working in an environment where everybody is expected to behave in a respectful manner gives pupils good role models and allows staff and pupils to flourish and achieve.

Bullying can have no part in a School with such high expectation of its staff and pupils and policies on harassment for staff have been written with clear language and contain procedures and practices for any incident to be reported and dealt with appropriately.

With regard to bullying between pupils, as the School is being developed to support even the most challenging behaviour of each individual it is unlikely that with the ratio of staff a minimum of (1:1) an incident of what would traditionally be described as bullying would take place, however, we recognise that all communities can be subject to bullying. Inappropriate behaviour by pupils will be dealt with immediately in line with the pupil's behaviour plan and School policy of respect and tolerance.

The safety and well being of all members of School is of paramount importance when any decisions are being made regarding behaviour.

Who is responsible

All staff, as part of their induction training and as ongoing staff development, will have training in bullying; its forms and how to deal with incidents within our specific environment. Access to this policy will be available to all staff and parents with an overview in the School prospectus.

As part of our commitment to pupil and staff safety all team members are required to act in a respectful manner. Lessons are planned across the curriculum on respect, kindness and friendship, and PSHE is used to increase opportunities to deliver the message in forms the pupils can understand. All staff are responsible for providing good role models to the pupils and recognizing and reporting incidents of inappropriate behaviour/bullying.

PSHE lessons are used to openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities. Children are taught that using any prejudice based language is unacceptable and this is modelled by all staff;

Reporting and record keeping is a shared responsibility, with the Education Team and Unit Head taking the lead in supporting pupils, both victims and bullies, through behaviour plans and immediate intervention. The incident record will be kept with the behaviour plan master in the safe storage in the main office. Monitoring of incidents will include an incident record, follow up and actions taken, ABC (antecedent / behaviour / consequence) forms and behaviour plan review. It is the nature of the ABA teaching strategies that all staff should remain vigilant and deal effectively with any behavioural incident immediately, rewarding and encouraging 'good' behaviour.

Parents are vital to the policy and effective handling of incidents and will be advised of all incidents and encouraged to meet with the BA/Management team to discuss concerns, strategies and plans.

The emphasis of the School is on developing good behaviour and the ability to focus on learning. In the event of a pupil exhibiting behaviour, which disrupts the School or places staff and pupils at risk of harm or distress, the parents will be contacted immediately. The Head of School or Head of Further Education will discuss any incident with the parents to establish any cause for challenging behaviour. Strategies for addressing the difficulties will be explored but if these do not work parents will be asked to remove the pupil immediately. Advice and possible outreach work will be offered to parents and referral to other professionals may be recommended.

Additional sources of information

“Preventing and tackling bullying : Advice for headteachers, staff and governing bodies”
issued July 2017 by the Department for Education :

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

Section 89 of the Education and Inspections Act 2006

The Education (Independent School Standards) Regulations 2014

The Equality Act 2010

ACE Education Advice
(Mon-Wed 10-1pm Term Time Only)

www.ace-ed.org.uk
0300 011 5142

Coram Children's Legal Centre

www.childrenslegalcentre.com
0345 345 4345

KIDSCAPE
Parents Helpline (Mon-Fri, 10-4)

www.kidscape.org.uk
020 7730 3300

Family Lives (previously Parentline Plus)

www.familylives.org.uk
0808 800 2222

Childline - Bullying

www.childline.org.uk/bullying
0800 1111