

Ellingham Hospital School

Anti-bullying and Anti-Racism Procedure

Ellingham Hospital School

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Ellingham Road

Attleborough

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Review: 30th August 2019

Ellingham Hospital School Anti-Bullying and Anti- Racism Policy

Ellingham Hospital School's Anti-Bullying/ Anti- Racism Policy outlines what the School will do to prevent and tackle bullying and issues of racism.

Our school community will:

- Discuss, monitor and review our anti-bullying/Racism policy on a regular basis.
- Support staff to promote positive relationships and identify and tackle bullying and racism appropriately.
- Ensure that Young People are aware that all bullying and racism concerns will be dealt with sensitively and effectively; that Young People feel safe to learn; and that Young People abide by the anti-bullying and racism policy.
- Report back to parents/carers regarding their concerns on bullying/racism and deal promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying and racism policy.
- Seek to learn from good anti-bullying practice elsewhere and utilises support from Local Authorities and other relevant organisations when appropriate.

What is bullying?

As stated in 'Preventing and Tackling Bullying' Oct 2014, bullying is a:

"Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally".

Bullying can include: name calling, taunting, mocking, making offensive comments;; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); 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.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, culture or immigration status.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a

different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

The wider search powers included in the Education Act 2011 gives teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. Separate advice on teachers' power to search (including statutory guidance on dealing with electronic devices) is available.

What is Racism

Racism can be described as a prejudice or attitude, action or institutional structure which systematically treats an individual or a group of individuals differently because of their, religion or ethnicity.

Racism can be overt or covert and conscious or unconscious.

Categories of racist behaviour:

1. Physical assault and harassment
2. Verbal abuse, threats, derogatory language, ridicule, stereotyped comments
3. Racist propaganda e.g. symbols, signs, graffiti
4. Incitement of others to behave in a racist manner
5. Refusal to cooperate with other people because of their colour, ethnicity, religion or language
6. Institutional racism e.g. biased policies, rules or curriculum
7. Cyber racism
8. Bystander racism

Preventing, identifying and responding to bullying and racism.

We will:

- Work with staff and outside agencies to identify and combat all forms of prejudice-driven bullying and racism.

- Involve our local PCSO and Diversity officers to provide individual feedback to victims and offenders.
- Actively provide systematic opportunities such as Restorative Meetings, to develop Young People's social and emotional skills.
- When agreed with parents/carers, give our Young People the opportunity to contact the local police/ChildLine etc if they wish to
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through Young People's forums such as Key working sessions.
- Train all staff to identify bullying and racism and follow school policy and procedures on bullying and racism.
- Actively create "safe spaces" for vulnerable children and young people, such as our Pastoral room

Involvement of students

We will:

- Ensure Young People know how to express worries and anxieties about bullying and racism.
- Ensure all Young people are aware of the range of sanctions which may be applied against those engaging in bullying and racist conduct in accordance with the traffic light behavioural scheme.
- Offer support to Young people who have been bullied or are victims of racism through a number of routes including: therapy (if appropriate) independent listeners, time out, access to their appropriate social worker if applicable.
- Work with Young people who have been bullying in order to address the problems they have.
- If incidences of bullying or racism occur then risk assessments will be updated to indicate the student has a potential for such behaviour. Strategies will be implemented to reduce the risk factor of this occurring again and positive behaviour support plans will target this behaviour.

Intervention

Ellingham Hospital School will put appropriate measures into action for students who bully or who are involved in racist behaviour in order to show clearly that their behaviour is wrong. Such measures must be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the students may have and taking into account the needs of vulnerable students. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the young person engaging in bullying may need support themselves.

Pro-Active Management of Bullying and Racist conduct

The subject of bullying and racism should be an open one and there should be regular discussion held around the topic so students are aware that teachers/teaching support/carers understand the nature of the problem. As such:

- Bullying and racist behaviour should be discussed at both students meetings and staff meetings.

- Discussions about bullying and the topic racism should be held informally over lunch, during activities etc.
- Direct work should take place / be completed with those where there are concerns around bullying behaviour or being bullied.
- Students should be told that bullying/racist behaviour will not be tolerated and will be managed in a timely manner.
- Students will be given the opportunity to complain and staff members will be proactive in offering this
- Meeting with the alleged victim to ascertain details of the behaviours.
- Meeting with the alleged perpetrator of the bullying/racist behaviour to raise concerns and discuss the schools zero-tolerance stance on bullying and racism.
- Increased supervision, where feasible, around the alleged perpetrator and victim.
- Potential consequences for the bully (consequences, separation plans, not earning rewards through the behaviour management system etc.)
- Teachers/ teaching support/carers should generally be observant around the school and report / record any concerns no matter how small they may seem.
- Teachers/ teaching support/carers should look for patterns in the child's behaviour to see if there is any indication of being a perpetrator or victim.
- Actively pursue outside community groups/charities to educate our Young People through non-curriculum based activities i.e. Kick Racism Out
- Develop and share information packs and complete Schemes of Work in PSHE/Social Skills and Emotional Literacy with the students, so they also become aware of the types of bullying/racist behaviours and the impacts of bullying/racism on both the perpetrator and victim.

Incident Management

Ellingham Hospital School will take firm and decisive action to deal with any incident of bullying, which is witnessed by or reported to any member of staff / carer.

Liaison with parents and carers

We will:

- Ensure that parents /carers know whom to contact in school if they are worried about bullying or racism.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents /carers know where to access independent advice about bullying and racism.
- Ensure parents / carers are informed that their child is being bullied or is the offender through formal conversations regarding future behaviours

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Complaints policy
- PSHEE Curriculum Policy
- Safeguarding Policy
- Behaviour Policy

Monitoring & review, policy into practice

- All incidents of racism and bullying will be logged on the behaviour tracker and within the incident log, stating the time and date of the incident, the perpetrator(s) and victim(s) and a brief report of the incident as well as the actions taken. The person who is responsible for the report must make sure that parents/carers of both parties are contacted so that they are informed of the incident and the actions taken.
- We will monitor the incidents of bullying and racism on a weekly basis and take immediate action to address patterns of unacceptable behaviour.
- We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE, 'Behaviour and discipline in school – a guide to Head Teachers and school staff' and 'Preventing and Tackling Bullying'.

Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- The Head of School to communicate the policy to all staff and a lead role in monitoring and reviewing this policy.
- Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- Young People to abide by the policy.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the protection from Harassment Act 1997, the Malicious Communications Act 1998, the Communications Act 2003, and the Public Order Act 1986.

If the school feels that an offence may have been committed the Head of School should seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises 'to such an extent as is reasonable'. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, in a town or village centre, or the local parks and leisure centres where the PE curriculum is delivered.

Where bullying outside school is reported to school staff, it should be investigated and acted on. If the misbehaviour continues, or poses a serious threat to a member of the public, the police should always be informed.

As the students are within a secure hospital; outside of school hours, incidences of bullying or racist behaviour are managed by Ellingham Hospital's own anti-bullying and anti-racism policies and procedures.