

Bullying Policy

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, gestures
- Verbal name calling, sarcasm, teasing.
- Ostracising a person from a group.
- 'Virtual' or cyber-bullying occurring through text or internet messages with the intention of causing harm.

Signs for parents and staff to be aware of:

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is unwilling to go to school
- Becomes withdrawn or anxious
- Starts stammering
- Attempts to harm themselves
- Has nightmares
- Feels ill in the morning or during the day
- Progress deteriorates
- Has unexplained bruises
- Becomes aggressive or disruptive
- Stops eating
- Is bullying other children or siblings
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above.

Bullying of any kind is unacceptable at The PACE Centre whether between staff, parents or children, and any incidences will be dealt with promptly and effectively.

In the event of any suspicion of bullying the following steps should be taken:

- Any incident should be dealt with immediately by the member of staff or informed.
- A clear account of the incident should be recorded and given to the Chief Executive.
- The Chief Executive will talk to all concerned and record the incident.
- Other staff involved with the child / children involved will be informed.

- Parents will be kept informed.
- Any sanctions will be used as appropriate and take into account the special educational needs or disabilities of the pupil, in consultation with all parties concerned. Sanctions may include:

- The perpetrator will be required to make a genuine apology.
- May be required to miss specific recreational activities.
- The pupil who bullies will be offered support to help them from continuing bullying in line with the Centre's Behaviour Policy.

A child who may have been bullied will be supported by:

- Offering an immediate opportunity to discuss what has happened with a trusted member of staff.
- Reassuring the child.
- Offering ongoing support.
- Restoring self esteem and confidence.

Due to the age and specific needs of the children at PACE, occurrences of genuine bullying are extremely unlikely. However, there are methods, which can be adapted according to the age and ability of children, which can be used to prevent and/or deal with bullying type behaviour. These include:

- Having discussions, reading stories and drawing pictures about bullying and its effects.
- Writing a set of class "rules".
- Asking children who may have upset others why they did so and to make a sincere apology.
- Carefully monitor any differences between children within group and take positive measures to ensure mutual respect and courtesy.
- Discussions with parents to help change attitude and behaviour of the child involved.

Curriculum activities will be used to educate children about bullying at a level appropriate to children's age and understanding.

Children will be encouraged to discuss issues related to their emotional well-being during class lessons and at PACE House meeting activities.

Children, parents and staff should feel confident in The Centre's strategies for dealing with bullying and all children and staff should feel safe and free from harassment.

The Centre will monitor the implementation of the Policy and will seek the views of children, staff and parents.

Further information on Bullying and Strategies to be used can be found in the document "Preventing and Tackling Bullying – Advice for Head Teachers, Staff and Governing Bodies" and "Safe to Learn: embedding anti-bullying work in schools". DCSF 2007.

Date: September 2016

Review Date: September 2017

To be reviewed by: Head Teacher