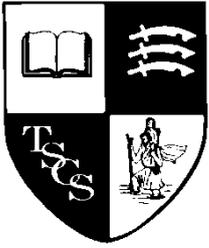


THE ST. CHRISTOPHER SCHOOL

SEN Trust Southend



Academy Trust - Special School

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THE ST. CHRISTOPHER SCHOOL ACADEMY TRUST ANTI-BULLYING POLICY

Revised: **May 2012** **September 2018**
 September 2013
 October 2015

This document has been written in response to the considerations set out in the Southend Anti Bullying Guidance.

Aim:

The purpose of this policy is to promote a secure, safe and caring environment that promotes difference and diversity in its broadest sense; enabling both learners and staff to work cohesively, concentrating on teaching and learning. This policy has been written in consultation with staff, governors learners, parents and carers.

All members of the school community have a right to be treated with respect. Within the school we recognise and celebrate effort and success so that pupils feel valued. Pupils will be taught to take responsibility for their actions and to accept the consequence of the choices they make. This is set out within the 'Code of Conduct' for pupils and discussed with pupils at the beginning of the school year and written in conjunction with the children in child friendly language.

The definition of Bullying:

"Bullying is a deliberately hurtful act by an individual or group, usually repeated over a period of time. It often involves an abuse of power or use of intimidation and can affect an individual or group. Bullying isn't when children and people of similar age and size find themselves in conflict, without an imbalance of power or use of intimidation"

School approach to bullying:

The school has a zero tolerance approach to bullying by adults or children. Any such incidents will be dealt with promptly and firmly within the levels of understanding of each child about what constitutes 'bullying'. As pupils attend the school with varying degrees of special educational needs that affect their understanding and ability to act on this, then this is dealt with on a very individual basis.

Incidents of transphobic, homophobic, racist, sexist, cyber, physical or verbal bullying, whether it be direct or indirect are all recorded on a sheet that accompanies the incident reports. This includes excessive use of the word 'gay' as a derogatory comment. These are then viewed and monitored by the Senior Management team, with tutors, parents and carers being advised of such incidents. In addition any incidents of bullying that we are alerted to that happen outside of our own school environment will be dealt with using the same recording procedure

In creating an inclusive environment for all learners and staff regular data is collected to gain staff, pupil, parents and carers views about bullying.

In addition regular training is in place to update staff on issues surrounding new legislation by the government and specific training takes place around the understanding of bullying and appropriate ways to challenge bullying. This includes training on gender stereotyping, homophobia, transphobia, racist, sexist, cyber, verbal and physical bullying. At present we have four staff trained in CEOP, five trained by Show Racism the Red Card and two Stonewall trainers.

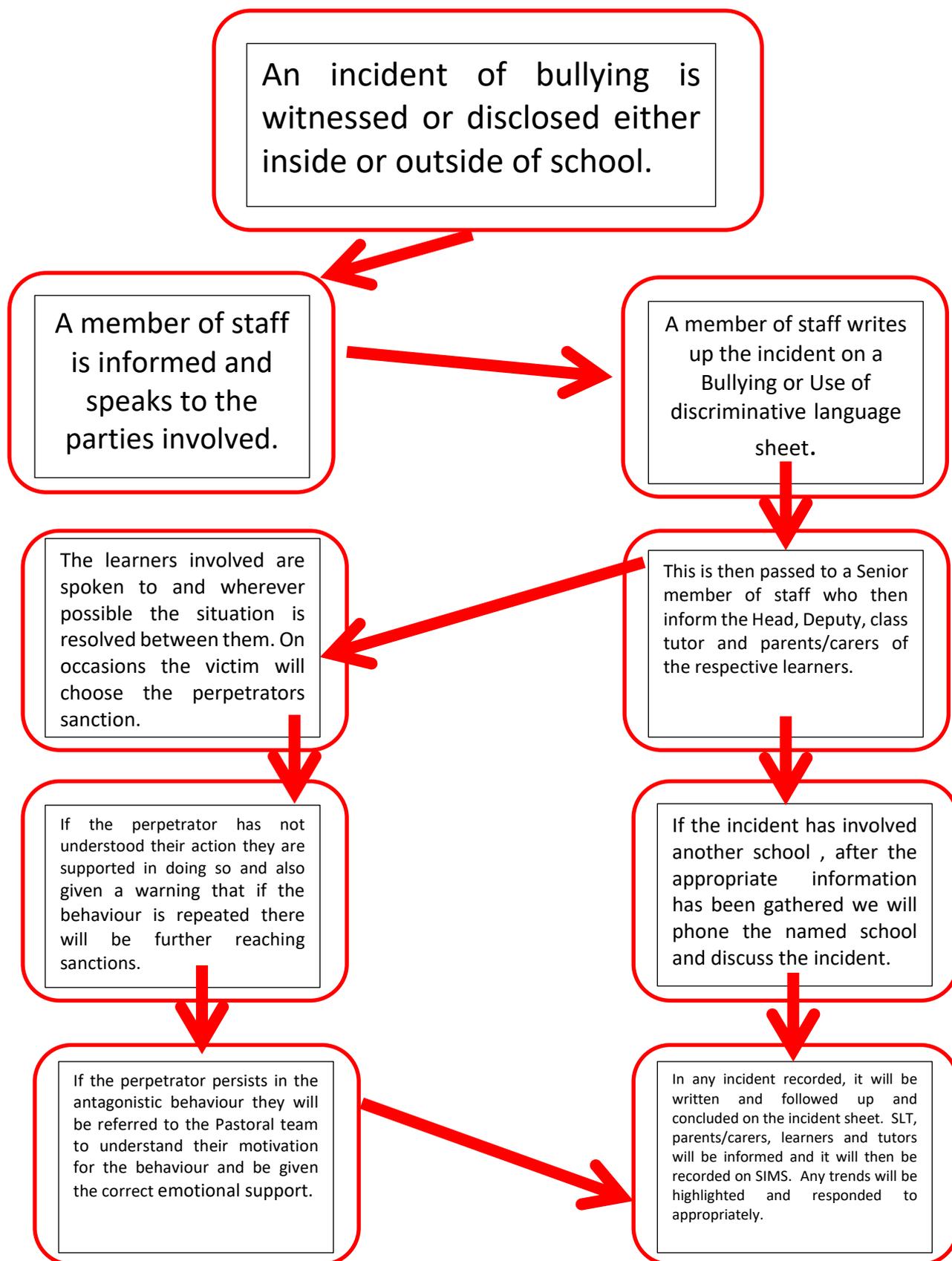
All identified vulnerable groups are further supported within the school by the 'Pastoral Team'; this can include learners who have ever experienced bullying in any environment, the aforementioned groups or learners that in very rare cases have been identified as persistent bullies.

In supporting a cohesive approach to acceptance a great deal of work covered in the curriculum throughout the school is dedicated to the exploration of differences and similarities. There are very specific issues discussed in the PSHCE lessons highlighting the forward thinking ideal of acceptance in our ever changing society. We have recently become an Enhanced Healthy school for a third time in the past two years as Equality and Diversity Champions.

As a school we promote 'Difference and Diversity' with the ideal that the more Learners accept difference then there is much less likely to be incidents of bullying.

*See the flow diagram for reporting procedure.

Recording Incidents of Bullying, flow diagram:



****In rare instances a learner displaying particularly disruptive behaviour may be using specific words they know will get a reaction. In these incidents the learner should be calmly asked to leave the room and ignored until they realise this particular word is not being reacted to.***



The St. Christopher School Academy Trust
Bullying or Use of discriminative language Incident Sheet

Name of Pupil(s) involved: _____

To monitor the incidents of bullying, please could you indicate below if there were any noted incidents of:

Transphobia or transphobic language
(derogatory references to transsexual individuals)

Sexism or sexist language

Homophobia or homophobic language
(derogatory references related to homosexuality)

Physical incidents of bullying

Racism or racist language

Verbal incidents of bullying

Cyber-bullying incident

Did the incident(s) happen **I**nside or **O**utside school **I / O**

Additional Details:

How was the incident tackled:

Through discussion

Parents informed

Tutor informed

SMT informed

Does further work need to be done around the issues with the individual? Yes

No

If yes, what approach?

Staff Name (printed):

Staff Signature:

Headteacher:

Date:

Recorded on School Database:

Follow Up Information:

Date	Details