

# THE ROSEWOOD SCHOOL

## ANTI-BULLYING POLICY 2017-2018



Staff Responsible Mr D kirk  
Policy Date – September 2017  
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*Rosewood school endeavours to create an environment that is warm, caring, purposeful and stable where every student is treated with respect and dignity. All students are considered equal irrespective of cultural, ethnic and social backgrounds. We work together to achieve more through the recognition of personal achievement and self worth and the respect of the value of others.*

## Definition of Bullying

*"Bullying is the behaviour arising from the deliberate intent to cause physical or psychological distress to others or to extort something from them."* Maccoby (1980)

*"Bullying is the wilful, conscious desire to hurt, threaten or frighten someone."* Tatum and Herbert (1990)

Bullying is threatening and aggressive by its nature, generally persistent and deliberately hostile. It is the infliction of an abuse of power resulting in distress and harm. Bullies are often victims. Bullying is a reality and constitutes unacceptable behaviour.

The most significant factors are the **effect** on the person being bullied and the **intention** to hurt.

## Definition of Bullying Behaviours

Threats of violence (both verbal and non verbal)

Name calling/insulting family members

Racially offensive remarks and/or behaviour

Sexually offensive remarks and/or behaviour

Teasing/ignoring/shunning

Ridiculing weakness/mimicking/sarcasm

Demanding money, material goods and/or favours through intimidation or force

Damaging another persons possessions/efforts

Vandalism/graffiti designed to intimidate and/or embarrass

Invasion of privacy

Incitement/stirring by others to commit an act of bullying

"Borrowing" equipment without permission.

Cyber bullying

There are some behaviours that will always be interpreted as bullying no matter what context. Other behaviour may or may not be defined as bullying, this will depend on the context. Bullying behaviour covers a spectrum from verbal teasing to vicious assault.

Rosewood is a special school with students who display a wide range of emotional and behavioural difficulties. It is recognised that an inherent part of these difficulties relate to low self esteem. Bullying is one form of pupils raising their own self esteem by putting down others. Therefore, our whole school system and ethos actively promotes the consistent raising of self esteem. This by its nature will assist in reducing the incidences of bullying.

## **Aims**

*For students to feel safe and free from harassment in an atmosphere that is without humiliation, abuse and oppression.*

To deal effectively with bullying when it occurs.

To ensure a common understanding of what bullying is.

To provide support to both victims and bullies.

## **Preventative Measures**

*To promote a positive learning environment where bullying is unacceptable.*

To actively encourage listening and telling throughout the school.

To foster respect for others and a belief in self.

To encourage pupils to recognise bullying behaviour within their peer group and make it clear that these behaviours are not acceptable.

To have a whole school bullying focus week when necessary but at least once a year. To discuss bullying in tutor groups, circle time, assemblies and staff meetings, and where possible to raise awareness of bullying in curriculum subject planning.

## **Strategies**

It is important for Rosewood to record all incidents of bullying as this conveys to all concerned how seriously we as a school regard bullying behaviour.

Bullying incidents should be dealt with immediately by the teacher and when necessary sanctions imposed.

Where possible the teacher should report a bullying incident directly to a member of the Senior Management Team.

All incidents of bullying will be discussed at end of day debrief and recorded on our Accident and Incident report form, recording the incident and the discussion that followed with both the bully and the victim and any witness. (Due to the learning difficulties of many of our students it will be necessary for staff rather than pupils to write this.)

Parents/carers will be contacted either by telephone or letter to discuss the bullying incident. When necessary they will be invited into school to discuss the matter.

In certain cases a student who is a bully may be suspended from school. Bullying is a serious offence and will be treated as such although our primary focus is to rehabilitate the pupil so that he understands the gravity of his actions

Bullying will be monitored and the frequency and reoccurrence of names, places and times. This enables management to see any upcoming trends in behaviour so that we can take appropriate action.

Support and counselling for victims and bullies is available within school.

## School Community

At all times Rosewood will endeavour to involve parents/carers.

Parents, carers, social workers and other agencies who are involved with the students at Rosewood are encouraged to visit the school and discuss any situation that they have concerns about.

As teachers are regarded as role models we are careful to examine not just the relationships of pupil and pupil, but also teacher and pupil, teacher and teacher. It is important that the progressive socialisation of the students is seen as the "hub" of the curriculum and all agencies are encouraged to participate in this.

## Monitoring and Evaluation

We have a clear system for monitoring bullying which we use to track behaviours. This allows us to see if a particular type of bullying (i.e. racist or cyber) is on the increase. In that event we would respond with a series of lessons focussed on that issue and whole school assemblies.

Our system also allows us to see which pupils may be displaying a high frequency of bullying behaviours. In this case we would seek to find out why and put measures in place, such as time with our Educational Psychologist, to rectify this issue.

