



SILS Anti-Bullying Policy



The Management Committee of Southwark Inclusive Learning Service (SILS) will consider this policy for adoption on [7th November 2022](#). The policy was previously adopted in October 2018 and it is up for review every year.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at SILS. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

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 (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
- 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
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying. Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying and to bring these procedures to the attention of staff, parents and students.

Objectives of this Policy

- All staff, students, parents and members of the management committee should have an understanding of what bullying is.
- All staff and members of the management committee should know what the school policy is on bullying, and follow it when bullying is reported.

- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedure for Resolution

There are a range of strategies available to staff, depending on the seriousness of the situation. These include:-

- Discussion with the students involved
- Referral to Peer Mentors
- Discussion with parents and student
- Referral to Senior Staff
- Withdrawal of favoured activities
- Loss of Breaks and Lunchtimes
- Mediation and / or counselling
- Fixed term and permanent exclusion

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff approached or staff monitoring reports (lead person for the year group)
2. If possible, the students will be reconciled.
3. The bully (bullies) may be asked to genuinely apologise and other sanctions may be applied.
4. Action is taken on a **2 by 2 by 2** system. Parents are informed on the second occasion their child is recorded on SIMS behaviour log, as a bully. The next two incidents will result in a meeting with parents and the deputy head, along with parents of the bullied child, if appropriate. Two further incidents involving the same child will result in a meeting with the headteacher.
5. In serious cases, fixed term or even permanent exclusion will be considered
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences / sanctions may be applied in line with the school's positive behaviour policy
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the students will be reconciled (use of restorative justice)
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

At Sils, student's awareness about bullying, its effects, and preventative measures is addressed through PSHE and SEAL curriculum, Pastoral Tutorials and Assemblies. As and when appropriate, these may include:

- General discussions about bullying
- Development of school rules, policy or contract
- Project work or story writing, as in anti – bullying week
- Special assemblies and one off events
- Collaboration with national agencies e.g. Kidscape, Beatbullying,

Monitoring, Evaluation and Review

The head teacher will report to the Management Committee on the implementation of this policy. The Management Committee will assess the effectiveness of the policy and review the policy accordingly, annually.

Agreed by Management Committee:

Review Date: Sept 2018

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)

0808 800 5793

Children's Legal Centre

0845 345 4345

KIDSCAPE website www.kidscape.org.uk

0845 1 205 204

Parentline Plus		0808 800 2222
Youth Access		020 8772 9900
Bullying Online	www.bullying.co.uk	
Beatbullying	website: www.beatbullying.org	0208 771 3377

Review of policy

Management Committee adoption: October 2018
To be presented at full meeting on: 7 November 2022

Chair of the Management Committee: Sue Millington