

QUEENSBERRY

ALTERNATIVE

PROVISION



ANTI-BULLYING POLICY

Written by: NM
Reviewed by: PC
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Next review: June 2021

Why do we need a policy?

We are committed to providing a caring, friendly and safe environment for all our students, so they can learn in a happy, relaxed and secure atmosphere. Bullying of any kind is unacceptable at Queensberry AP. If bullying does occur, all students should be able to disclose this and know that incidents will be dealt with promptly and effectively – as well as passing information on to their mainstream school.

What is the policy for?

- To develop a framework for students, staff, and parents to reduce the incidence of bullying at Queensberry AP
- To establish a definition of what bullying is
- To give clear guidelines detailing how to prevent bullying behaviour
- To provide clear guidelines as to how to respond if bullying takes place
- To ensure awareness of anti-bullying strategies to support mutual expectations and consistency in practice throughout Queensberry AP
- To create a climate where students can discuss their feelings and feel able to tell someone if they are being bullied or if they are aware of someone else being bullied
- To monitor the system to ensure continued effectiveness over time of guidance which ensures that all the community can rely on appropriate action being taken

What is bullying?

Bullying is the willful and conscious act of somebody to hurt, threaten or frighten another repeatedly over time which results in pain and distress to the victim. Bullying can include:

- Physical - Pushing, kicking, hitting, punching or any use of unwelcome touch
- Verbal - Name-calling, sarcasm, spreading rumours, teasing
- Emotional - Excluding, tormenting (e.g. hiding books, threatening gestures), being unfriendly
- Prejudice
- Racist - taunts, graffiti, gestures
- Homophobic - taunts, graffiti, gestures
- Sexual - Unwanted physical contact or abusive comments, harassment
- Cyber - Abusive instant messaging, email, texting and inappropriate use of social networking sites

What will we do about bullying?

Queensberry AP has a zero tolerance for bullying and as such will adopt the following strategies:

Address bullying using a restorative approach (where appropriate). This will involve Paul facilitating a meeting with both parties and working towards resolution. Restorative justice focuses on positive action by the bully to help redress the hurt caused. Working with bullies and their victims to reduce the likelihood of bullying reoccurring.

Genuine discussions between staff and victims will guide which approach, where the chosen way of dealing with the situation is agreed.

Students will be encouraged to share information about bullying incidents. Those students who would prefer to put details of concerns in writing anonymously will be encouraged to do so. Students will be encouraged to give information about incidents they have witnessed even if they have not been directly involved.

Develop sessions for awareness raising and preventative work and provide materials to support this process.

Build an anti-bullying ethos through promotion of positive relationships.

Ensure that instances of bullying and action taken are fully recorded.

Monitoring and Evaluation

Anti-bullying policy and practice will be monitored and updated in line with any regulatory or legal requirements. The policy will be reviewed every year.

Bullying Incidents within Mainstream School

As part of our policy we will also support students with any bullying incidents within their mainstream school. Through our focus on building strong relationships we will encourage students to feel comfortable with disclosing any concerns they have at school. This will include support for the student as well as working with their mainstream school to ensure that they are aware of the issue and provide any necessary support

Conclusion

This policy should be viewed in association with Queensberry AP's behaviour management, equal opportunities and child protection policies.

These procedures are fundamental to the reputation of Queensberry AP as an effective and caring establishment where the needs of all students are considered and valued.