



KITE RIDGE SCHOOL
CHANGING MINDS

KITE RIDGE SCHOOL

ANTI BULLYING POLICY

Approved:

December 2024

Next review:

December 2027

INTRODUCTION

Kite Ridge School will ensure that all our students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. To enable students to benefit fully from the opportunities available to them at school, staff will endeavour to make sure that all issues of bullying will be addressed and dealt with.

DEFINITION

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- **Physical (hitting, kicking, theft)**
- **Verbal (name calling, racist remarks)**
- **Indirect (spreading rumours, exclusion from social groups)**

Students who are bullied may be able to tell a trusted adult that this is happening. At Kite Ridge School, the bullying behaviour may be witnessed by an adult either before, during or after school. Other types of behaviour may be exhibited by a student who is being bullied. These may manifest themselves as changes in behaviour, such as becoming withdrawn, shy, nervous or clinging to adults. Some students may feign illness or take unusual absences. There may be changes in work patterns, levels of concentration or communication skills. Students must be encouraged to report bullying in schools. Often, the students at Kite Ridge are quite open and will tell if they can so it is imperative that any reported incidences are acknowledged and dealt with effectively. All staff must be alert to the signs of bullying and act promptly and firmly in accordance with school policy.

STATUTORY DUTY OF SCHOOLS

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

IMPLEMENTATION

At Kite Ridge the following steps may be taken when dealing with incidents:

- If bullying is suspected or reported it will be raised with a member of the Senior Leadership Team who will decide how best to tackle it.
- A clear account of the incident will be recorded using the 'Peer on Peer abuse' tab of Behaviour Watch and marked for the attention of the Head Teacher. The Head Teacher will confirm the account with the member of staff and with the student if appropriate.
- All staff will be informed during morning briefing or afternoon debrief. Parents will be informed as appropriate. Kite Ridge School uses an Episodic Severity Scale against which all incidents are recorded. We have a separate document that details the threshold requirements for contacting the families of students, as well as reporting to Social Care¹
- Measures to help students remain safe will be put in place; this may include changing environments and organisation.
- Should more serious measures be required then this will be in consultation with all parties concerned (school, parents, social care etc).

¹ alongside this, we are required to report the number of restraints that occur in school on a regular basis to the Local Authority

STUDENTS

Students who have been bullied will be supported by:

- Being taken seriously by a member of staff who knows them well.
- Being given reassurance.
- Being offered continuous support.
- Working with them to restore their self-esteem and confidence.

Students who have bullied will be helped by:

- Discussing what happened using aids to help understanding like social stories, visual symbols (Communication in Print, Symbol Books, PECS).
- Finding out, if possible, what caused the bullying behaviour.
- Establishing the wrong doing and the need to change. Using social stories to teach the preferred behaviour rather than the non-preferred behaviour.
- Informing parents / carers / guardians and encouraging all parties to work together to help to change the attitude and behaviour.

The following will be considered when dealing with incidents:

- Whether there is a large difference in power between the victim and perpetrator i.e. size, age, ability, perceived social status or vulnerabilities, including SEND, CP/CIN or CLA
- Whether the perpetrator has previously tried to harm or intimidate pupils
- Any concerns about the intentions of the alleged perpetrator

In order to minimise the risk of peer on peer abuse taking place, school must:

- Deliver RE / RSE / PSHE to include teaching pupils about how to keep safe and understanding what acceptable behaviour looks like
- Ensure that pupils know that all members of staff will listen to them if they have concerns and will act upon them
- Have systems in place for any pupil to be able to voice concerns
- Develop robust risk assessments if appropriate
- Refer to any other relevant policies when dealing with incidents, such as the **Behaviour Policy**.

There are disciplinary steps that can be taken which might involve internal exclusion. However, at Kite Ridge School we understand that children with learning difficulties need support, understanding, repetition and encouragement to succeed in learning appropriate life skills. Within the curriculum Kite Ridge School will raise awareness of the nature of bullying through inclusion in PSHE, class circle time, assemblies and real life learning opportunities. This will be presented not just as bullying but as items such as being kind, being helpful and being a good friend in an attempt to eradicate such behaviour.

Students at Kite Ridge School often present with behaviours that challenge, some of which can be physical such as hitting, kicking, spitting. There are a variety of reasons and triggers for these behaviours including communication, anxiety, frustration, sensory overload, reaction to an aversive stimuli. It is important to assess whether an action is a case of bullying or one of these reactive behaviours.

MONITORING, EVALUATION AND REVIEW

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.