



Anti-Bullying Statement

July 2023

Date of Next Review: July 2025

Person Responsible: Mrs C Urso

Old Park School

1.0 School Commitment

The Governors and Staff at Old Park School are committed to providing a safe and secure school environment for all our pupils and staff, which includes a commitment to promoting positive emotional well-being and mental health. It is an expectation of the school that staff or pupils are not subjected to physical or verbal abuse or harassment in any form, where there is deliberate intent. The Governors and Staff believe that effective teaching and learning occurs when pupils and staff feel safe, happy and free from anxiety and stress that arises from violent, aggressive or bullying behaviour.

All the pupils at Old Park School have special educational needs. Our approach to anti-bullying therefore needs to take into consideration on the one hand, the impact of inappropriate behaviours on our physically and emotionally vulnerable pupils, while on the other, the influence of specific types of special needs on the behaviour of some children. While the school recognises this dilemma, it is also dedicated to combating both the cases of 'true bullying' that may occur and the possible, while unintentional, incidents that may make pupils feel threatened, unsafe or afraid. The school will act promptly and firmly to combat bullying and aspects of behaviours that may impact upon the emotional well-being of all.

Where appropriate, pupils will be made aware of how they can draw their concerns about bullying to the attention of staff in the confidence that these will be carefully investigated, taken seriously and acted upon. This will be addressed through the School's PSHE curriculum.

All Governors, teaching and non-teaching staff, volunteers, parents and (where appropriate) pupils must be aware of their responsibilities for ensuring the safety of more vulnerable pupils who, are unable to communicate any issues that arise.

2.0 Aims

This statement aims to ensure that all Governors, teaching and non-teaching staff, volunteers, parents and pupils have –

- An understanding of the concept of bullying and its broader definition within Old Park School;
- An understanding of the procedures and reporting guidelines relating to incidents and concerns relating to the wider concepts of 'bullying' at Old Park School;
- An understanding of the importance of providing a safe and secure environment for all.
- A recognition of the importance of promoting positive emotional well-being and mental health.

3.0 Definition

At Old Park School we distinguish between the inappropriate behaviours to others that arise through the impact of special educational needs and associated social or behavioural difficulties and those that occur through bullying. While not underestimating the impact of any inappropriate behaviour on the physical and emotional well-being of the recipient, the approach to the management of bullying will differ. Although this statement relates to the management of bullying within the school, inappropriate behaviours that impact on the physical and emotional welfare of others is unacceptable whatever the cause or context and

will be addressed appropriately. Further information can be found in the schools Positive Relationships and Behaviour policy.

Bullying has been defined in Government policy and accepted in law as:

‘Deliberate, hurtful behaviour repeated over a period of time and in circumstances where it is difficult for those being bullied to defend themselves. Bullying behaviour may present itself through:

- Violent physical attacks, i.e. kicking, biting, scratching, punching, hair pulling etc.
- Threats, teasing,
- Interfering with belongings,
- Prejudice due to sexual orientation and/or gender re-assignment,
- Racially offensive conduct,
- Cyber bullying,
- Ridicule,
- The invasion of privacy,
- Prejudice due to religion and/or belief,
- Vandalism and intimidation,
- Deliberate name calling,
- Excluding others from games and activities.

4.0 Responsibilities

Governors, school staff and volunteers have a responsibility to:

- Have a clear understanding of this statement
- Provide a safe and secure environment for all
- Respond promptly, report and record issues of bullying
- Promote through the curriculum the development of appropriate responses to inappropriate behaviour and an awareness of the impact of one’s own behaviour on others
- Provide/attend appropriate training opportunities
- Promote positive emotional well-being and mental health

Parents and Carers have a responsibility to:

- To report any concerns immediately to the school
- To be alert to and inform the school about significant behaviour changes and signs of distress to their children including concerns around emotional well-being and mental health
- To work in partnership with the school to encourage positive behaviour, valuing differences and to promote a sensitivity to others
- To inform staff of changes in individual pupil circumstances which may affect the ways in which pupils respond to school life

5.0 Signs and Symptoms

A child or young person may indicate by signs or behaviour that he/she is being bullied or feels threatened. Adults must be aware of these possible signs and they should immediately inform the Head teacher or the safeguarding lead of their concerns:

- Changes in normal routines or behaviour,
- Shows by their behaviour they are frightened of others, i.e. defensive behaviour,
- Is unwilling to go to school,
- Clings to adults,
- Becomes withdrawn, anxious, or lacking in confidence,
- Starts stammering,
- Develops poor sleeping patterns,
- Feels ill in the morning,
- Deterioration in school work,
- Has unexplained cuts and bruises,
- Becomes aggressive, disruptive or unreasonable,
- Stops eating,
- Disclosures to staff.

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

The curriculum associated with bullying and its management will form part of the PSHE curriculum schemes of work, these involve:

- Developing appropriate interactional and social skills,
- Exploring feelings and emotions,
- Exploring the impact of a person's behaviour on others,
- Exploring the hurt bullying behaviour may have on others,
- Role play to explore such feelings,
- Being kind to others, sharing,
- Developing group skills,
- Developing strategies that address challenging bullying behaviour,
- Not allowing someone to be deliberately left out of a group,
- Telling a member of staff what is happening,
- Telling the bullying student that they disapprove of his or her actions,
- At all times staff will promote and model co-operative behaviour and anti-bullying values,
- Discussions and agreement of school, class and playground rules (golden rules),
- Identifying and celebrating individual differences and talents and promoting mutual respect for all.

In addition, other areas of the curriculum will also be used to address the issue of bullying such as circle time, reflection, let's celebrate themes.

6.0 Positive Emotional Well-Being and Mental Health

At Old Park School we recognise the importance of promoting positive emotional well-being and mental health to ensure that all members of our school community feel safe, valued and a sense of belonging.

As a school we have adopted the Anna Feud 'Five Steps Action Planning Tool'. This alongside our stakeholder feedback has enabled us to devise the following strategy and vision statements;

Leading Change: At Old Park School we will lead change by knowing the strengths of the staff team, supporting opportunities to grow and learn.

Working Together: At Old Park School we will work together to create a culture of mutual respect, positive connections and a sense of belonging.

Understanding Need: At Old Park School we will have a collaborative approach to understanding the needs of our unique learners, utilising a toolkit of strategies and measuring impact.

Promoting Wellbeing: At Old Park School we will promote wellbeing through our provision, integrating mental health and wellbeing within a safe environment.

Supporting Staff: At Old Park School we will support staff by promoting positive attitudes, communicating well and working together with a clear sense of purpose.

7.0 Monitoring arrangements

This statement will be reviewed every two years and as required in line with updates to local and national policy and guidance.

Old Park School understands the importance of safely obtaining and storing personal data and is committed to following all aspects of UK General Data Protection Regulations (GDPR). All information gathered and held in respect of this statement will be protected in line with current General Data Protection Regulations and the Data Retention Policy.

This statement was approved by members of the Governing body during Summer 2023 (10.07.2023) FGB meeting.

C. Urso, June 2023