



‘Building Resilience for Future Success’

Anti-Bullying Policy

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People Involved in writing this policy	Carli Willis

1.School Ethos

At Ancora House School, we are committed to providing a caring, friendly and safe environment for all of our learners and staff. Learners have the right to learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Ancora House School. If bullying does occur, all learners should be able to tell a trusted member of staff and know that incidents will be dealt with promptly and effectively. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

2. Objectives of this Policy

- All governors, teaching and non-teaching staff, learners and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All learners 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. Learners and parents or carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

3. What Is Bullying?

There is no legal definition of bullying. It is usually defined as behaviour that is repeated by an individual or a group with the intention ~~is~~ to hurt someone either physically or emotionally. Bullying is often aimed at an individual or certain groups.

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
Social or covert bullying designed to hurt someone's social reputation and/or cause humiliation.	Can include lying and spreading rumours about someone, playing nasty jokes to embarrass or humiliate someone, mimicking unkindly and encouraging others to socially exclude someone.
Cyber	Intentional and repeated harm inflicted through the use of computers, phones and other electronic devices. This can include abusive or harmful call, text messages, emails, images, videos; exclusion or individuals or groups online; spreading of fake information about a person or group of people; imitating others online

4. Identifying Bullying

Changes in behaviour that may indicate a student is being bullied include (but are not limited to):

- frightened of travelling to or from school
- doesn't want to go on public transport
- begs to be driven to school
- changes their usual routine
- is more unwilling to go into school than usual
- becomes more 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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / 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.

5. Disclosing Bullying

Learners should report bullying if they are experiencing it themselves, or on behalf of others who are experiencing it by:

- Speaking to a trusted adult in school
- Sending a text to the Post-16 mobile if they are a Post-16 student
- Emailing admin@ancora.cheshire.sch.uk if they do not want to say it and this will be passed on to an appropriate member of staff.

If parents suspect that their child is being bullied, they should contact the school for an initial confidential discussion. In cases of cyber-bullying, it may be appropriate to contact the police.

6. Recording bullying

Staff will record their concerns and the concerns of learners on the school's CPOMS system where all actions will be recorded and monitored.

7. Procedures

- Report bullying incidents to school staff.
- Allegation of bullying will be investigated through discussions with all parties involved and then recorded on CPOMS.
- CPOMS will be monitored by SLT who will become involved where necessary.
- Parents should be informed where appropriate, and will be asked to come in to a meeting to discuss the concerns if needed.
- At the hospital site, the clinical team will be informed and will liaise closely with education to address any issues.
- Where necessary, school will work with the wider multi-disciplinary to support the learner and the family.
- Risk assessments and support plans will be completed when necessary.

8. Resolution Strategies

The nature of bullying means that every incident is different and staff at school will use their judgement to select appropriate actions to resolve the incident.

These may include:

- Restorative conversations between peers
- Offering mentoring
- ELSA
- Referral to outside agencies
- Education for learners who may not understand what they have done wrong
- Immediate action to ensure the safety of all learners
- Agreeing future actions and behaviour with the learner who had bullied
- Appropriate sanctions
- If necessary and appropriate, police will be consulted

9. Prevention of Bullying

Our school community uses a variety of methods for helping to prevent bullying

- Modelling our school rules
- Adopting a restorative approach to resolving conflict
- Adopting a relationships based approach
- Teaching about bullying, respect, e-safety and responsible choices through lessons, assemblies, tutor time, ensuring students are prepared to navigate challenges safely and confidently.
- having discussions about bullying and why it matters
- social skills group activity
- Assertiveness workshops/roleplay
- Social skills 1:1
- PHSE/RSE
- Regular Safeguarding updates
- Emotionally Based School Non-Attendance processes and strategies

10. Bullying outside of school

The Education and Inspections Act 2006 states that a school's authority can be used to address learners' conduct when they are not on school premises and are not under the supervision of school staff. This may include bullying incidents occurring anywhere off the school premises. If

incidents are reported to school and the school feels it is necessary to become involved, this will be investigated in the same way as above.

11. Supporting Organisations

Anti-Bullying Alliance	www.anti-bullyingalliance.org.uk
Childline	www.childline.org.uk
Kidscape	www.kidscape.org.uk
NSPCC	www.nspcc.org.uk
UK Safer Internet Centre	www.saferinternet.org.uk

12. Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Safeguarding Policy
- Relationships, Sex and Health Education policy