



Resicare Alliance

Anti Bullying policy

Document Control

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Job Title of Lead Person:	Chris Brown (Head of Education)

Introduction

Ladybird Manor School is committed to promoting an inclusive, joyous, and safe environment for its children and staff, ensuring that every individual is treated fairly and with respect.

Our values of Respect, Kindness and Compassion are actively taught, as an effective way of minimising bullying and child-on-child abuse and to provide a positive atmosphere that is caring and full of friendships.

We ensure that all members of the school community are able to feel valued and learn and work without anxiety or fearfulness.

What is bullying and child-on-child abuse?

Bullying and child-on-child abuse is rarely a single incident and tends to be an accumulation of many small incidents, each of which, when taken in isolation and out of context, can seem trivial.

There are many definitions of bullying and child-on-child abuse, but most have three things in common:

- It is deliberately hurtful or threatening behaviour.
- It is repeated often over a period.
- It is difficult for those being bullied to defend themselves.

Bullying and child-on-child abuse at Ladybird Manor School can take many forms, but the main types are:

- Physical hitting, kicking, biting, taking and breaking another's belongings.
- Verbal – name calling, insulting, unkind or discriminatory remarks.
- Social – spreading nasty stories about someone, excluding someone from group activities and threatening gestures.
- Intimidation - making someone frightened by gesture, posture, or vocal threats.

These abuses may or may not be linked to race, ethnicity, sex, sexual orientation, SEN and/or disabilities and, irrespective of this, are regarded as totally unacceptable.

What we will do:

Bullying and child-on-child abuse is unacceptable and as such we aim to:

- develop a school ethos where everyone is responsible for ensuring that bullying and child-on-child abuse is challenged and reported.
- provide a safe and secure environment where all can learn and work without anxiety, humiliation or oppression.
- respond effectively to any bullying and child-on-child abuse incidents that may occur
- record all incidents of bullying and child-on-child abuse, no matter whether deliberate or because of another pupil's anxieties, as however they come about, there is a victim to take care of
- ensure that everyone takes responsibility for the prevention and elimination of bullying and child-on-child abuse in the school

Our approach to antibullying and child-on-child abuse therefore needs to take into consideration on the one hand, the impact of inappropriate behaviours on others, while taking into account the behaviours of some children with special educational needs, that may not always be deliberate.

Thus, the task for the school is two-fold: to prevent and teach the wrongs of intentional bullying (a rare occurrence in our context) whilst also being mindful of and preventing the fear and harm that may be caused to victims of unintentional abuse.

We distinguish between the inappropriate behaviours to others that are a result of specific special educational needs and associated social or behavioural problems and those that occur through bullying and child-on-child abuse.

Whilst 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 and child-on-child abuse will differ depending on the particular circumstances.

We shall make reasonable adjustments in keeping with the Equality Act 2010 so that whilst remaining consistent with our policy of eliminating bullying we deal with each situation on a personal basis, understanding and respecting the needs of all parties involved.

All child-on child abuse is recorded on CPOMS and regularly discussed and analysed but it is rarely appropriate to issue punitive measures to those that have caused the abuse.

However, it is always essential to protect the victims of the unintended abuse.

STRATEGIES TO PREVENT BULLYING AND CHILD-ON-CHILD ABUSE

- Communication skills are a key component of the Curriculum and are vital to enable pupils to demonstrate their feelings without resorting to abuse of others.
- Our school values are designed to instruct pupils about the behaviours that will ensure an abuse free and respectful environment.
- Bullying and child-on-child abuse involving member(s) of staff will be dealt in accordance with the Staff Code of Conduct and the school's Disciplinary Policy Sexualised Behaviour and Sexualised Abuse

While we believe that sexual abuse between peers is unlikely at the Ladybird Manor, we are mindful of Part one of Keeping children safe in education that states that

'all staff working with children are advised to maintain an attitude of 'it could happen here and all staff are fully appraised of the signs and indicators.'

We are though very aware that sexualised abuse of pupils at Ladybird Manor School whilst not at school and / or at the hands of adults, certainly could happen and in fact our pupils, who experience personal care by routine and who are non-verbal, may be more at risk than those in other settings.

We are very vigilant for such signs and report any potential abuse via Welfare and Safeguarding to the MARF process.

ROLES AND RESPONSIBILITIES

The Head Teacher has oversight of:

- overall monitoring of bullying and child-on-child abuse and the anti-bullying and child-on-child abuse policy within the school
- dealing with incidents of bullying and child-on-child abuse between adults
- following up any situations not satisfactorily resolved in the view of the SLT member, parent, or any concerned member of staff.
- ensuring accurate record keeping All staff are responsible for:
- ensuring the safety of more vulnerable pupils who, because of the impact of their special needs, struggle to communicate any issues that arise.
- Ensuring that all incidents involving pupils are recorded on CPOMS as they occur and actioned.

RELATED DOCUMENTATION

- Safeguarding (and Child Protection Procedure) Policy
- Harassment and Bullying Policy
- Behaviour and Positive Physical Intervention Policy
- Equal Opportunities Policy
- Code of Conduct (various group) Policies
- KCSiE