

Anti Bullying Policy

Tudor Lodge Therapeutic School



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Policy Introduction:

All young people need to feel safe, respected and valued by their peers and adults in order to learn and achieve their full potential. Tudor Lodge is committed to providing a caring, friendly, and safe environment for all of our pupils/students so they can learn in a relaxed and secure atmosphere.

Bullying is an anti-social behaviour that may be considered to be abusive and fall within the school's safeguarding policy and procedure. Bullying is an abuse of power over others and can include the same symptoms as emotional and physical abuse.

The school believes that bullying of any kind is unacceptable and should be actively discouraged and appropriately dealt with when it occurs. This requires staff and pupils/students to report their observations and concerns. Pupils/students need to be supported to report their experiences of bullying and know that incidents will be dealt with promptly and effectively. Any member of staff or pupil/student who knows that bullying is happening should report it to a member of the safeguarding team.

The school is committed to ensuring that all staff, volunteers, pupils/students, and parents/carers should understand what bullying is, what they should do if bullying arises, and understand the school's policy on bullying. Pupils/students, parents/carers and other interested parties are assured that they will be supported when bullying is reported, and bullying will not be tolerated.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g., hiding belongings, threatening gestures).
- Physical: pushing, kicking, hitting, punching or any use of violence; • Verbal: name-calling, sarcasm, spreading rumours, teasing.
- Cyber: all areas of interest, such as emails and internet chat room or social media misuse, mobile phone threats by text messaging and calls, misuse of associated technology, i.e., camera and video facilities.

And bullying may also involve aspects that are:

- Racist: racial taunts, graffiti, gestures.
- Sexual: unwanted physical contact or sexually abusive comment.

- Homophobic: focusing on the victim's actual or perceived sexual orientation.
- Transphobic bullying: behaviour or language that makes a young person feel unwelcome or marginalized because of their perceived or actual gender identity.

The Importance of responding to Bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and bullying is contrary to the school's commitment to equality and diversity. Pupils/students who bully need to be supported to learn different ways of behaving. The school has a responsibility to respond promptly and effectively to issues of bullying.

Recognising Bullying:

A pupil/student may indicate by signs or behaviour that he, she or they are being bullied. Members of staff should be aware of these possible signs and should investigate if a pupil/student:

- is frightened of walking to or from the provision.
- doesn't want to go on the transport to the provision.
- changes their usual routine.
- is unwilling to go to the provision or develops phobias of the provision.
- begins to abscond.
- becomes withdrawn, anxious, or lacking in confidence.
- starts stuttering.
- 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 work at the provision.
- has possessions which are damaged or 'go missing'.
- asks for money or starts stealing money (to pay bully).
- has other monies continually 'lost'.
- has unexplained cuts or bruises.
- comes home starving (lunch has been missed on purpose).
- becomes aggressive, disruptive, or unreasonable.
- is bullying other children, students, 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 and jumpy when a cyber message is received.

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

Procedure

All pupils/students will be encouraged to report bullying to staff and know that:

- Incidents will be recorded by staff.
- In serious cases, parents or carers will be informed and invited to a meeting to discuss the problem – this will be with the consent of the pupil/student if they have the capacity to give it or, if they lack capacity to consent, a decision may be taken in the pupil's/student's best interests under the Mental Capacity Act to share and discuss this information.
- If necessary and appropriate, the Police will be consulted (this may be necessary even if the individual withholds consent because of the risks posed to other pupils/students).
- The bullying behaviour or threats of bullying will be investigated, and every effort will be made to stop the bullying, and this may warrant the instigating of safeguarding procedures.
- An attempt will be made to help the bully (bullies) change his/her/their behaviour.

All incidences of bullying noted by staff during the day or in the residential setting should be reported to a member of the safeguarding team.

The notified member of the safeguarding team will be responsible for ensuring that the incident has been appropriately recorded and investigated and that appropriate action has been taken, including invoking the safeguarding procedure if necessary.

The notified member of the safeguarding team will make every reasonable effort to ensure that the pupil/student being bullied:

- Will be met in an appropriate setting.
- Is listened to and taken seriously.
- Has their concerns followed up.
- Is encouraged to take part in the process of deciding on follow up action. The pupil/student suspected of bullying will be:
- Listened to in an appropriate setting.
- Presented with the established facts, following the investigation of any allegation.
- Helped to understand the seriousness and damaging consequences of their

- bullying behaviour.
- Helped to understand the reasons for the action taken.
 - Told that if the bullying persists a member of the provision's Senior Management/Leadership Team will be informed.

Outcomes

As a consequence of staff interventions:

- The bully (bullies) may be asked to apologise sincerely, and other specific follow up actions may be required.
- In serious cases, suspension or even exclusion will be considered.
- If possible and where appropriate, the pupils/students will be encouraged and supported to reconcile.
- After the incident / incidents have been investigated and dealt with, continual monitoring will be put into place to help prevent any repetition.

Prevention

Working proactively, the school will use the following methods to prevent bullying:

- Referring pupils/students to provision-led anti-bullying procedures and protocols.
- Requiring pupils/students to sign behaviour contracts if they have the capacity to do so.
- Requiring pupils/students to participate in anti-bullying workshops; these may include discussions about bullying, role play, writing stories or poems or drawing pictures about bullying and reading real life stories about bullying.