

## Anti-Bullying Local Procedures Aurora Beeches School

**Please refer to Main Policy A3 Anti-Bullying Policy**

**Instances of bullying tend to have the following common characteristics:**

- **Repetitive and persistent.** Bullying is usually experienced as part of a continuous pattern and it can be extremely threatening and intimidating even when very subtle. Nevertheless, sometimes a single incident can have precisely the same impact as persistent behaviour over time.
- **Intentionally harmful.** The act of bullying intends harm to another individual although occasionally the distress it causes is not consciously intended by all of those who are present.
- **Involves an imbalance of power.** Bullying leaves someone feeling helpless to prevent it or put a stop to it. In some case an imbalance of power may mean that bullying crosses the threshold into abuse requiring implementation of safeguarding procedures (refer to the school safeguarding procedures).

### **1) How to report bullying - children and young people**

- › Report to a staff member– such as your tutor, teaching assistant or the Head of School - Adele Henson or any other teacher.
- › Report bullying by: Emailing ([boc-report.it@the-aurora-group.com](mailto:boc-report.it@the-aurora-group.com)) Phoning [01725 551247]
- › Using the anonymous bullying reporting box located on the ground floor of the main building, in the school and at the cottages.
- › Report to your parent, carer, social worker or SEN coordinator.
- › Call Child Line to speak with someone in confidence on 0800 1111.
- › Email [www.youngminds.org.uk/young-person/coping-with-life/bullying](http://www.youngminds.org.uk/young-person/coping-with-life/bullying)
- › [www.victimsupport.org.uk/you-co/types-crime/bullying](http://www.victimsupport.org.uk/you-co/types-crime/bullying)

### **2) How staff report suspected bullying**

- › Any bullying incidents or potential bullying incidents should be logged on MyConcern.
- › The site anti-bullying log should be checked in daily by the DSL - Adele Henson. This log is kept in the DSL office.
- › The DSL will take appropriate action and inform all parties of the proposed action and support plans.
- › If a bullying incident is reported then a bullying log is created by a member of the DSL Team and a MyConcern report is created.

### **3) Prejudice-based incidents**

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It

can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored.

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. Prejudice based incidents are recorded on Engage and/or MyConcern. As for 'Bullying', all incidents will be monitored by the DSL and discussed in weekly HPG / Safeguarding meetings. All parties will be offered a debrief and attempts made for mediation. Individual support will be available for both parties. Depending on the level of the incident a referral may be made to the local safeguarding teams and/or Police.

#### **4. Site initiatives to prevent and tackle bullying**

We use a range of measures to prevent and tackle bullying including:

- › The anti-bullying policy is disseminated to all pupils during tutor time, so they have an awareness, understand and uphold the anti-bullying policy.
- › The PSHCE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- › Tutor time provides regular opportunities to discuss issues that may arise in class and for tutors to target specific interventions and staff contextualise daily.
- › Tutor time sessions help raise pupils' awareness of bullying and derogatory language.
- › Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Black History Month, LGBTQ+ and other events such as Holocaust Memorial Day and other relevant events.
- › The school values of equality and respect are embedded across the curriculum and as part of the reward system to ensure that it is as inclusive as possible.
- › Stereotypes are challenged by staff and pupils across the site.
- › Restorative justice programmes provide support to those targeted by bullying and those who exhibit bullying behaviour.
- › Pupils are involved in developing anti-bullying initiatives through consultation with the school council and through the Rights Respecting Schools award.
- › Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate.
- › All incidents are discussed and actioned within weekly HPG/Safeguarding meetings.