



## Stowe Court Children's Home

# **Bullying and Anti-Bullying Policy** (including handling situations of bullying)

Status: Compulsory  
Audience: Parents/Carers  
Children and young people  
Local Authorities  
Staff  
Directors  
Admission pack for parents

## Bullying and Anti-bullying Policy

### Introduction

This policy relates to the guidance in the Children's Homes Regulations (England 2015) for children's homes and in particular:-

The Policies for the protection of children (regulation 34) and Behaviour Management Policies and Records (Regulation 35)

This policy must be read in conjunction with the home's policies on:

- Behaviour management
- Methods of care and control  
(which includes measures of control, discipline and physical intervention / physical contact and restraint / use of physical intervention when dealing with aggression and violence)
- Promoting good behaviour amongst pupils and consequences to be adopted in the event of misbehaviour (including sanctions for serious pupil discipline)

### Anti-bullying Policy

Staff at Stowe Court take bullying very seriously. No one can flourish if they are frightened of being hurt or if they are upset or if they are constantly worried that they might see or hear someone who bullies them.

Stowe Court and the wider school community at The Shires actively works to create an environment where bullying is known to be unacceptable. The unacceptable nature of bullying extends to included staff, visitors and students, regardless of status or extenuating circumstances.

However, staff at Stowe Court know that pupils who bully are themselves in need of support and direction. Whatever the reason for the bullying (and at Stowe Court it may be connected to their special needs) all children must be protected from harm.

It is important that staff at the home recognise behaviours that are intimidating to other students and that they prevent harm from happening. The most effective way of preventing bullying is to be clear as to what is going wrong for the 'perpetrator' as well as ensuring the full safety and protection of the 'victim'.

Many of the young people will have been placed at Stowe Court because they have severe communication difficulties, problems with understanding social situations, difficulties with sensory processing, and difficulties with physical proximity. It is important to give young people the tools to have more productive interactions with other students. Such young people will have individual behaviour plans that seek to promote more positive ways of interacting. All students follow a fully cross-curricular behaviour curriculum within the Shires school and an educational psychologist works with each student to ensure that programmes are appropriate and properly monitored and reported on. The ethos will be continued into the care provision at Stowe Court to provide consistency and clarity with regards to the expectations for all.

Therapeutic and teaching methods will always be used in preference to punitive or negative ways of control and discipline. Rules, boundaries and routines are very important for all our young people and Stowe Court is a very orderly community that provides stability and guidance.

## Bullying and Anti-bullying Policy

### Definition of bullying

Bullying is an intentional act where the bully intends to hurt another in a psychological or physical way.

This is likely to be rare at Stowe Court because the intentionality behind the act is usually lacking. However, challenging behaviours that hurt or intimidate others are often present in young people. Indeed the criteria for placement at the Shires and Stowe Court are: severe autistic behaviour with severe learning difficulties and which may include challenging behaviour. All students and staff must be protected from the effects of this challenging behaviour. All staff at The Shires and Stowe Court are watchful and observe the social interactions between pupils across all settings. They are therefore at hand to offer immediate support to the victim and also to reinforce to the perpetrator the unacceptable nature of the behaviour.

### Examples of inappropriate bullying behaviour

- Hitting or punching another child
- Kicking
- Spitting
- Spoiling someone else's belongings
- Calling names
- Teasing
- Giving nasty looks
- Making racist remarks
- Making remarks about someone's disability
- Spreading rumours
- Not letting someone join in a game
- Not talking to someone or getting other people not to talk to an individual

It is a requirement that Ofsted in accordance with regulation 34(3) and the senior leadership and management team at The Shires and Stowe Court take the issue of bullying seriously. Bullying is discussed at every senior management team meeting along with other aspects of behaviour and behaviour management.

### Responding to bullying

Staff vigilance is the most potent deterrent against bullying. Children and young people who bully will know that bullying is always addressed. Victims of bullying will have confidence for the same reason. It is therefore important that at Stowe Court staff create a culture and communication network where bullying cannot go unaddressed.

- Staff have access to the anti-bullying policy and awareness of the issue will be given a priority.
- Within the classroom setting anti-bullying work will be addressed via the curriculum and in particular within PSHE lessons.
- It is important to note that staff at Stowe Court believe that both the bullied and the bully are in need of support. Within Stowe Court an individual key care worker will use the key care time as a means of ensuring that all young people feel safe and secure.
- For each young person there is a care plan that identifies their vulnerability to being bullied or to bullying.
- When staff complete incident forms they will be requested to state whether or not a particular incident was due to bullying. This will allow the senior leadership and management team of the Shires to monitor the issue very closely and to respond to parental and staff concerns.

## Bullying and Anti-bullying Policy

When staff are confronting a bully or bullies it is important that they try to include the following key features into their work:

- Be absolutely certain about the known facts
- Confront the “bully” with the allegations – if appropriate
- Make it clear that the behaviour is unacceptable
- See each bully separately if appropriate.
- Be specific about sanctions if bullying
- Follow up to check that behaviour has ceased.
- Pass on information to all appropriate staff
- If necessary call a strategy meeting to discuss concerns
- Make sure the incident is written up and recorded
- If unsure seek advice from senior staff

Young People who are bullied and children who may bully are given the appropriate support either through their key care worker or through the school’s educational psychologist. All students follow a behaviour curriculum and all have individual behaviour plans.

Incidents of being bullied are recorded on to the ‘Child’s File’ so that patterns can be monitored. These incidents will be discussed with parents/carers and placing authorities.

Stowe Court carries out regular risk assessments and these will be updated if required following an incident of bullying.