

## Cape Cabin

### Anti-Bullying Policy

As a small, independent learning support base, our mission is to provide a safe environment for all our learners.

Our students are never left unsupervised, so it would be difficult for any obvious attempts at bullying to go undetected. However, bullying can take very subtle forms and so it is important that we have an anti-bullying policy in place.

We consider it important that all interaction between students is monitored at all times, due to the vulnerable nature of our intake (SEND including those with autism and Asperger's syndrome.) Our anti-bullying policy is viewed in conjunction with our Behaviour Policy, E safety Policy and Safeguarding Policy.

Bullying can take many different forms:

- + intimidation and threats including harassment of any kind
- + name calling / prejudice
- + spreading rumours
- + physical violence
- + cyber-bullying via text or social media
- + telling lies to people in authority to cause trouble
- + damaging or stealing a person's belongings

At Cape Cabin, we believe that our students have the right to learn free from intimidation and fear. The needs of the victim are paramount and we shall not tolerate any discriminatory, bullying behaviour, we have a zero tolerance of, but not inclusive of homophobia, misogyny, sexism.

Any student reporting any form of bullying will be listened to and reported incidents will be taken seriously and thoroughly investigated.

## **The Responsibilities of Staff**

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling an adult about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to Jen Ordish or Helen Tilley
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

## **The Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

*Anyone who becomes the target of bullies should:*

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

## **The Responsibilities of Parents**

We ask our parents to support their children by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to Jen Ordish or Helen Tilley and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with Cape Cabin if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

### **The Responsibilities of All**

Everyone should:

Work together to combat and, hopefully in time, to eradicate bullying.

### **PREVENTATIVE MEASURES**

Staff should monitor interactions between students and intervene appropriately at any sign of bullying behaviours. A bullying incident form should be completed and the Helen Tilley and / or Jen Ordish , informed of all suspected incidents involving bullying.

### **LINKS**

[www.nationalbullyinghelpline.co.uk](http://www.nationalbullyinghelpline.co.uk)

[www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying](http://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying)

[www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying](http://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying)

[www.youngminds.org.uk](http://www.youngminds.org.uk)

### **CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF**

All staff should be aware of the anti-bullying policy and follow training procedures as explained during their induction process.

Jen Ordish June 2019 Reviewed June 2022 – Jen Ordish Review July 2023

**“Naturally Nurturing  
Unlimited Potential”**

