

# Hill House School Policy

## Anti-Bullying Procedures

*Hill House School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. It is our aim that all students fulfil their potential.*

The procedures set out in this document are to be read in conjunction with the Hill House policy on Child on Child Abuse and Child on Child Sexual Violence and Harassment

At Hill House we believe that all young people have a right to attend school and learn in a safe environment. Young people should be free from harm

We recognise that bullying can have a life-long negative impact. It makes it difficult for young people to learn and can have a lasting detrimental effect on their life chances

Young people who have been bullied can become anxious and withdrawn, depressed or aggressive.

### Principles

Bullying badly affects its victims and can seriously disrupt their lives.

All young people have an absolute right to be cared for and educated in a safe and secure environment and to be protected from others

There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form

Bullying behaviour should be addressed in pro-active and constructive ways, which provide opportunities for change, growth and development

Best outcomes are achieved if carers, parents, education staff and placing social workers all work together to develop strategies to keep young people safe and protected from harm

## How we manage bullying at Hill House

At Hill House we are aware that young people are capable of interacting with other young people in a less than positive way on occasions. The young person may have little insight into the intention of this interaction, however the behaviour could still be considered to be bullying or a form of child on child abuse

We always believe that `it could happen here` and understand that such risks could take place in school, outside of school or on – line

We have a zero - tolerance approach to bullying and recognise that some inappropriate behaviours may put young people at risk

All staff understand the procedures with regard to bullying and child on child abuse

Bullying could take on different forms including;

- Cyberbullying

- Prejudice – based

- Discriminatory bullying

- Physical abuse such as hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm

At Hill House we work hard to minimise the risk of bullying and child-on-child abuse and have systems in place for young people to confidently report bullying or abuse, knowing that their concerns will be treated seriously

Individual behaviour support plans and risk assessments along with the carefully planned environment ensure that our young people are able to spend time with others in a safe and managed way

As part of the pre-admission process, a thorough risk assessment of any young person who may be coming to the school is always carried out to ensure that they would not pose any potential risk to the other young people at Hill House and would not negatively affect any young peoples' wellbeing or learning.

If a young person were to present a safeguarding risk to other young people then an individualised risk management plan would be implemented immediately to ensure that everyone is kept safe and that they themselves are not laid open to any malicious allegations. There is a need to balance the tension between privacy and safeguarding

All concerns are taken seriously and victims are supported throughout. At Hill House we take a reflective approach and regularly review decisions and actions

We also recognise the extra vulnerabilities of SEND children and take into consideration the developmental stages of the children involved

Young people are supported to know who they can go to should they have a concern and they are supported using symbol based social stories for example

Young people are supported to be able to communicate how they are feeling and raise a concern. This takes place through regular `check ins` and reflection sessions. Young people are encouraged to use their Talk Pad devices to let others know how they are feeling and they also have the opportunity to take part in regular `Keeping Safe` sessions where they learn about staying safe

## How we support the young people at Hill House

Staff role model positive behaviour and interactions

The young people are equipped with a range of strategies to support them to recognise their own emotions and communicate their needs for example; using the `Zones of Regulation` and their Talk Pads

The use of social stories support young people to learn how to interact with others in a safe and positive way

Topics on positive relationships and staying safe run through the Hill House curriculum and include;

Anti – bullying week

`Relationships – maintaining respectful relationships`

`Staying Safe – Cyberbullying`

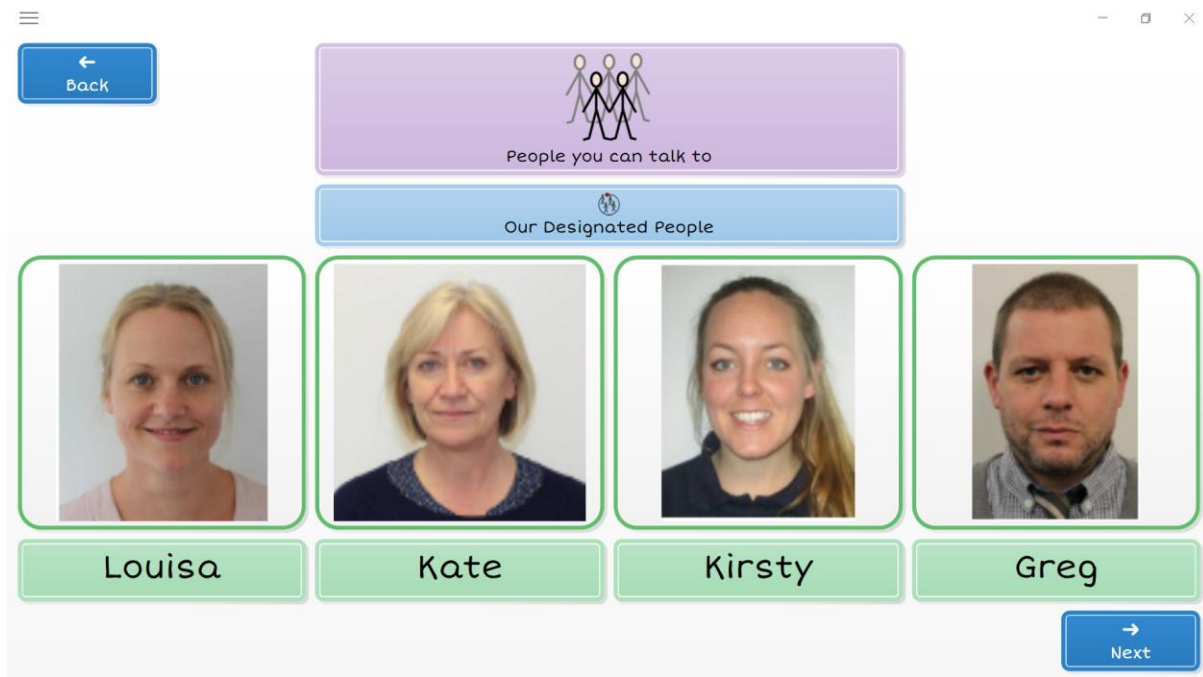
`Relationships – Happiness`

`Staying Safe – making decisions and finding support`

`Relationships – tolerance and kindness`

Young people are supported to understand who they can go to if they are worried or if they feel unsafe

All young people have access to the Hill House children's guide which directs them to the designated safeguarding team



Staff are also encouraged and supported to share any concerns they may have regarding the young people's interactions

Young people are given regular opportunities to communicate how they are feeling and to tell someone if they are feeling unsafe

The Hill House designated team work with staff to assess any interventions that may be needed

## Monitoring and Review

### Monitoring and Review

- This policy will be subject to continuous monitoring, refinement and audit by the Principal.

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