



YCC Brian Jackson College

Child-on-Child Abuse and Anti-Bullying Policy

New document version	Revision date	Revised by	Section(s) revised & why	Comments	Next revision date
1.0	Dec - 2022	JG	Integrate both policies into 1 document	Document Creation	Dec - 2025

Related Documents:

- Safeguarding and child protection policy & procedure
- Reflective Practice procedure
- Equal Opportunities Policy
- KCSiE

Introduction

At Brian Jackson College we are committed to promoting an inclusive, happy and safe environment for our pupils and staff, ensuring that every individual is treated fairly and with respect and without fear of being bullied recognising that bullying and child on child abuse is an anti social behaviour which affects everyone, and will not be tolerated. We believe that all pupils and staff at Brian Jackson should be able to feel valued with the opportunity to learn and work without anxiety or fearfulness.

What is bullying and child-on-child abuse?

Bullying and child-on-child abuse is rarely a single incident and tends to be an accumulation of many small incidents, each of which, when taken in isolation and out of context, can seem trivial. There are many definitions of bullying and child-on-child abuse, but most have three things in common:

- It is deliberately hurtful or threatening behaviour.
- It is repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.

Bullying and child-on-child abuse at Brian Jackson College is not something that happens on a regular basis, however we are aware that it can take on many forms, but the main types are:

- Verbal – name calling, insulting, unkind or discriminatory remarks.
- Social – spreading rumours and stories about someone, excluding someone from group activities and threatening gestures.
- Intimidation- making someone frightened by gestures, posture, or vocal threats.
- Social media – derogatory and threatening comments.



These abuses may or may not be linked to race, ethnicity, sex, sexual orientation, SEN and/or disabilities and, irrespective of this, are regarded as totally unacceptable.

What we do:

Bullying and child-on-child abuse is unacceptable at Brian Jackson College and as such we aim to:

- Develop a school ethos where everyone is responsible for ensuring that bullying and child-on-child abuse is challenged and reported.
- Provide a safe and secure environment where all can learn and work without anxiety, humiliation or oppression.
- Respond effectively to any bullying and child-on-child abuse incidents that may occur.
- Record all incidents of bullying and child-on-child abuse, no matter whether deliberate or because of another's pupils anxieties, as however they come about, there is a victim to take care of.
- Ensure that everyone takes responsibility for the prevention and elimination of bullying and child-on-child abuse in the school.
- Use effective restorative and reflective practice with the pupils involved.

Brian Jackson Pupils:

Our pupils have a wide range of needs and as a school we understand that bullying and child-on-child abuse can have additional subtleties and raise issues that are in themselves complicated to resolve. Not all pupils will recognise bullying behaviour if they experience it, equally not all pupils would recognise their own behaviour as bullying or child-on-child abuse towards another individual. Social and emotional factors are strong factors in how/what the pupils communicate. As such, the school uses the following strategies to support our pupils to understand what is meant by the definitions above and how to resolve any bullying situation.

- Communication skills are a key component of the curriculum and are vital to enable pupils to demonstrate their feelings without resorting to abuse of others.
- PSICHE provides a platform to discuss and understand the impact of bullying and child-on-child abuse.
- School staff to consistently monitor the pupils for bullying/child-on-child abuse related behaviour and follow the correct procedures where evidence points towards bullying taking place.
- To be consistently modelling high standards of behaviour and to have high expectations for all pupils.

The pupils Voice:

There are a number of ways that pupils can communicate to express their feeling and thoughts. These include annual reviews, education health care plans, every day communication with school staff and small group/1;1 nurture sessions. School staff should be constantly vigilant for signs that a pupil may be subject to bullying behaviour expressed either through a pupil voice or from signs such as distress, change of mood, injury, school absence and change in behavioural norms. Claims or expressions of bullying made by pupils will always be taken seriously.

Reporting process:



In the event that bullying and child-on-child abuse behaviours are reported or observed; the member of staff who has that information should report it to the inclusion manager for follow up. The inclusion manager should investigate to determine the facts behind any arising issue. This can take two paths:

Any bullying or child-on-child behaviours should always be written up on Cpoms or passed to the DSL. Sometimes an issue may be more complex therefore the inclusion manager may seek advice from the Deputy/Head teacher.

Follow up actions should be devised, recorded and aimed at addressing the behaviours.

In the event that the bullying behaviour or the child-on-child abuse has not successfully changed; and that agreed strategies do not show indications of working then the matter should be referred to the Head Teacher, who will be kept informed of bullying and child-on-child abuse related issues.

Working with Families:

Close work with the families is an essential part of work at Brian Jackson College. Bullying is one of the most potentially sensitive areas of home and school life.

For individual matters relating to bullying and child-on-child abuse advice should be sought from either the Deputy Head or the Head Teacher on how to proceed. Efforts should be made to conduct conversations sensitively, bringing family members into schools where necessary and using the schools restorative and reflective practices to help them understand the impact of these behaviours on others. Informing and working with families whose child was the victim of bullying or child-on-child abuse should follow standard procedures for involvement of an incident ensuring a record is kept of any phone call and/restorative practice. Pupils who are receiving additional behaviour support because they are perpetrating bullying behaviour should be subject to joint working with their parents/carers to ensure all parties understand the approach being taken.

Parents/carer have a responsibility to let the school know if their child is being bullied and work with the school to resolve any issues arising from any incident the person is anxious about whether this is occurring in or out of the school day.

Sexualised Behaviour and Sexualised Abuse:

At Brian Jackson College we are mindful of part one of Keeping children Safe in education that states that all staff working with children are advised to maintain an attitude of 'it could happen here' and all staff are fully appraised of the signs and indicators.

We are very aware that sexualised abuse of pupils at Brian Jackson College, whilst not in school and/or at the hands of adults, certainly could happen and in fact our pupils, who have SEMH, may be more vulnerable. We are very watchful for such signs and report any potential abuse via the police portal and safeguarding.

Roles and responsibilities:

The Head Teacher has oversight of:

- Overall monitoring of bullying and child-on-child abuse and the anti bullying policy within the school.
- Dealing with incidents of bullying and child-on-child abuse between adults.
- Following up any situations not satisfactorily resolved in the view of the SLT member, parent/carer, or any concerned member of staff.



- Ensuring accurate record keeping.

All staff are responsible for:

- Ensuring the safety of all pupils.
- Ensuring that all incidents involving pupils are recorded on CPOMS or brought to the attention of the DSL as they occur.

Review

This policy will be reviewed every 3 years.

Signed by Chair of Governors

Name: _____

Date: _____

Signature (electronic is accepted) _____