



Beehive centre Anti-bullying Policy

Reviewed April 2024

To be reviewed September 2024

The staff of Beehive centre are committed to everyone within the centre being able to fulfil their potential. We know that progress and achievement will only take place when people are secure, happy and confident in the learning environment.

Definition of Bullying

We define bullying as:

- Deliberately hurtful
- Repeated over a period of time
- An abuse of power
- Difficult for victims to defend themselves against
- Overt or covert
- Systematic

The main types of bullying are:

- Physical
- Verbal
- Emotional
- Racist
- Sexist
- Homophobic
- Indirect

Students at Beehive centre all have a diagnosis of autism or a related disorder. The nature of autistic spectrum disorders makes communication and understanding other points of view very difficult. Since the centre opened there have been no instances of bullying which fit the above definition of bullying. We feel that the Children with Autism at Beehive centre do not have a level of understanding to equip them with the ability to be deliberately hurtful to abuse power or to be systemic in the sense that a neuro typically developing child may be. That said, we aim to be vigilant to the possibility of bullying within the centre and adhere to the following policy.



Aim

Our aim is to create an atmosphere which is caring, protective and supportive where no one feels humiliated, intimidated or abused. Recognising bullying in all its forms is a vital part of this process.

Implementation

Whole centre strategies:

- Making the centre environment as positive a place as possible
- Teaching communication and behaviour management skills
- Encouraging effective communication between all parties

Mutual respect is important within the community as a whole; intimidation of any kind will not in any circumstances be tolerated.

The following steps may be taken when dealing with incidents:

1. If bullying is suspected or reported the incident will be dealt with immediately
2. A clear account of the incident will be recorded and given to all relevant parties
3. Interviews may be conducted at which Minutes will be taken and distributed within 10 days
4. Initially the matter will be dealt with locally but where a resolution is hard to achieve or the bullying continues then more senior staff may become involved. It may be important to involve people who are distanced from the situation.
5. Staff will be kept informed on a need to know basis. Parents of those involved will also be kept informed.

Parents

- Support the centre in the teaching of communication and behaviour management skills
- Should work with the centre to maintain a bullying free environment
- Should inform the centre of any concerns, worries or relevant information concerning matters of bullying as immediately as possible

Staff

- Should be vigilant for signs of intimidation or bullying
- Should alert their supervisor of any concerns, worries or relevant information concerning matters of bullying immediately
- Should work within the centre community to maintain a bullying free environment
- Should be aware of student profiles and individual behaviour strategies and implement them accordingly



Staff will work with all students to increase their abilities to communicate and to improve their behaviour management skills

Monitoring

Records will be kept of all reported incidents of bullying. Once an incident has been reported the situation will be closely monitored and further appropriate action taken as necessary. This may well include involving parents, more senior members of staff and potentially other key partners (eg Consultants, Education Psychologists).

The best interests of all students involved will be at the centre of all decisions (Children Act 1989).

Evaluation

Throughout and after all incidents the actions of those involved will be evaluated to inform future practice.