



**Lings Primary School**

# **Anti-Bullying Policy**

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## **1. Introduction**

It is a Government requirement that all schools have an anti-bullying policy. In 2003 Ofsted published *Bullying: effective action in secondary schools*. This was followed by DfES guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying - A Charter for Action*. This policy reflects this guidance.

DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

## **2. Statement of Intent**

We at Lings Primary School are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere.

*Bullying of any kind is unacceptable at our school.*

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

## **3. What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

Physical - pushing, kicking, hitting, punching or any use of violence

Racist - racial taunts, graffiti, gestures

Sexual - unwanted physical contact or sexually abusive comments

Homophobic- because of or focussing on the issue of sexuality

Verbal - name calling, sarcasm, spreading rumours, teasing

Cyber- All areas of internet, such as email & internet chat room misuse

Mobile threats from text messaging & calls

Misuse of associated technology, i.e. camera & video facilities

#### **4. Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

This not only includes every child in the school, but also every member of the school community. Pupils who are bullying need to learn different ways of behaving.

#### **5. Objectives of this Policy**

- All Governors, teaching and support staff, pupils and parents should have an understanding of what bullying is.
- All Governors, teaching and support staff should know what the School Policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the School Policy is on bullying, and what they should do if bullying arises.

- As a School we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- This policy aims to produce a consistent School response to any bullying incidents that may occur.
- We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our School.

## **6. Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate changes in a child's behaviour. These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **7. Procedures**

1. Report bullying incidents to staff
2. In cases of bullying, the incidents are recorded by staff (Behaviour file in classroom). At this stage parents are contacted and concerns shared
3. In serious cases parents are informed and will be asked to come in for a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. Support systems will be put in place in an attempt to help the bully (bullies) change their behaviour
7. Support systems will also be put in place to support the victim
8. Class Behaviour Files are monitored on a weekly basis.

9. The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The Governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the Governors on request about the effectiveness of School anti-bullying strategies.
10. A parent who is dissatisfied with the way the School has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the Governing Body notifies the Head Teacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the Governing Body.

## 8. Outcomes

- The bully (bullies) may be asked to apologise **genuinely**. Other consequences may take place.
- In serious cases, exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## 9. Prevention

We use a range of resources and methods for helping children to prevent bullying. Our main scheme is SEAL which provides age appropriate activities for children from Foundation Stage up to Year 6.

- School Charter displayed around the school
- Writing School and class rules
- Signing a Home/School Agreement
- Whole School Approach to Anti-Bullying Week.
- PHSE lessons based on SEAL curriculum
- Worry boxes and feeling charts utilised around the School
- All children aware of the need to tell, not to be a bystander
- Support available at lunch times to address children's issues/behaviours, managed by BSAs and Senior Staff
- Lunch Club supported by the Learning Mentor runs for the whole lunch hour
- 'Socially Speaking' group work to encourage better communication
- Working through the Northamptonshire Anti-Bullying accreditation scheme to gain awards and promote good practice and anti-bullying work in the school. This includes an anti-bullying action group managed by the anti-bullying Lead Person
- Peer support - 'Playground Buddies' on both playgrounds at break and lunch times

## **10. The role of the Head Teacher**

It is the responsibility of the Head Teacher to implement the School anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) is aware of the School Policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the Governing Body about the effectiveness of the Anti-Bullying Policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this School. The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head

Teacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Head Teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Head Teacher sets the School climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## **11. The role of the teacher and support staff**

All the staff in our School take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers keep their own records of all incidents that happen in their class (Behaviour Folders), and that they are aware of in the school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Duty Teacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head Teacher, the teacher informs the child's parents.

When bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying.

Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change

his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Head Teacher and the appropriate senior team members. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies, such as the social services.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

## **12. The role of parents**

- Parents have a responsibility to support the School's anti-bullying policy, actively encouraging their child to be a positive member of the School.
- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Head Teacher. If they remain dissatisfied, they should follow the procedures detailed in the School's Complaints Policy.

### **13. The role of pupils**

- Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

### **14. Monitoring and review**

- This Policy is monitored on a day-to-day basis by the Head Teacher, who reports to Governors on request about the effectiveness of the Policy.
- This Anti-Bullying Policy is the Governors' responsibility, and they review its effectiveness at each FGB meeting. They do this by examining the School's behaviour incidents files, where incidents of bullying are recorded along with all behavioural issues, and by discussion with the Head Teacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.
- This Policy is reviewed biennially, or earlier if necessary.
- Staff will be directed to read through and remind themselves of the Policy content at the beginning of each academic year.
- New staff will be directed to it once in post.

**Confirmatory Signatures**

**Signed.....Head Teacher**

**Signed.....Governor**

**Approved on.....**

**To be reviewed on.....**