



ANTI-BULLYING POLICY

Committee Responsible	Local Governing Body
Lead Staff Member	Headteacher
Approved by	Board of Trustees
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To be read in conjunction with:

- **Complaints Policy**
- **Culture for Learning (Behaviour) Policy**
- **Positive Handling Policy**
- **SEND Policy**
- **Safeguarding Policy**
- **Equal Opportunities Policy**
- **SRE Policy**

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“Be the Change”

Compassion, Honesty, Aspiration, Nature, Generosity, Equality

Policy Outline

Vision:

Lakelands Primary School pupils will be motivated learners with a sense of pride and strive to do their very best, whatever their background or starting points. Each child has an individual personality and our dedicated staff will help to develop their confidence and self-esteem. Pupils will know about the importance of community and the values that underpin this; mutual respect, positive relationships and helping others. They will be responsible global citizens, equipped with the knowledge and skills to be forces of positive change in the world. They will leave our school in Year 6 ready for their next step, confident and compassionate members of society.

Policy Statement:

At Lakelands Primary School, we take our responsibility to tackle all forms of bullying very seriously and everyone at Lakelands must act firmly against this. All incidents must be taken seriously and it must be made clear to all pupils that such practices are unacceptable and will not be tolerated. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Policy Aims:

- To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied
- To ensure that all learners are treated fairly, shown respect and to promote good relationships.
- To build a community which values kindness, care, good humour, good temper, obedience and empathy for others.
- To ensure that all pupils can tell when bullying is taking place and know that incidents will be dealt with promptly and effectively.
- To promote community cohesion through improved relationships.
- To ensure fair treatment for all, regardless of age, gender, race, ability and disability
- To have a consistent approach to behaviour throughout the school with parental cooperation and involvement.
- To ensure that fixed-term and internal exclusions are used appropriately. The school reintegrates excluded pupils on their return and manages their behaviour effectively.
- To ensure that all governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is and know that the school will consistently and swiftly follow the policy when bullying is reported.
- To assure pupils and parents/carers that they will be supported when bullying is reported.

Definition of Bullying

The school defines bullying as any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims.

Type of Bullying	Definition
Emotional	being unfriendly, excluding, tormenting
Physical	hitting, kicking, pushing, taking another's belonging, any other use of violence
Racial	racial taunts, graffiti, gestures
Sexual	explicit sexual remarks, display of sexual material, gestures, unwanted physical attention, comments about sexual reputation or performance or inappropriate touching
Direct or indirect verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	bullying that takes place online, such as through social networking apps, gaming sites, and other forms of messaging

Systems

The following systems are in place across the school to prevent bullying

- i. [Preventing bullying](#)
- ii. [Signs of bullying](#)
- iii. [Dealing with bullying](#)
- iv. [Supporting pupils](#)
- v. [Professional development for staff](#)

i. Preventing bullying

We aim to prevent bullying by:

- Creating a strong ethos in school which promotes community cohesion, tolerance and respect for difference and diversity
- Providing safe play areas that are organised therefore minimising hazards or aggravation between groups of children.
- Encouraging children and parents to talk through their problems, listening to their concerns and acting on these appropriately and fairly.
- Prompt and thorough investigations of reported incidents.
- Following and adhering to the school's behaviour policy.
- Encouraging children to report incidents to an adult rather than hitting back themselves.
- Teaching children through SMSC development within assemblies and PSHE lessons the importance of kindness, respect and how to deal with anger.
- Providing provision for follow up sessions with victims and the bullies themselves.
- Ensuring children know who to approach if an incident occurs.
- Establishing school rules (Be ready, Be respectful, Be safe) that are displayed and communicated widely to children and parents

ii. Signs of bullying

A child may indicate, by different signs or behaviour, that they are being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- changes their usual routine/route to school
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go “missing”
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home hungry (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what’s wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

iii. Dealing with bullying

Our school ethos and curriculum encourages co-operative, caring and supportive behaviour and, in particular, our assemblies and SMSC, SRE and PSHE curriculum develop the themes of community cohesion, friendship and looking after one another. In this pro-active way we aim to prevent the occurrence of bullying.

However, if bullying does occur it will not be tolerated and will be dealt with firmly and immediately. Actions include:

- identifying early signs of distress in pupils and reporting them to the class teacher.
- Staff will be given training on managing behaviour, counselling pupils and working with parents.
- The school will use other professionals who will work alongside teachers, pupils and parents to overcome the effects of bullying.
- Maintaining the momentum against bullying through initiatives to improve attitudes and behaviour. This may be taken in the form of National Anti-Bullying Days or themed learning
- All incidents will be recorded on CPOMS and reported to the Headteacher.
- Each person’s view will be listened to carefully and fairly.
- All reports will be investigated immediately by a member of the senior leadership team.
- Any witnesses to the reported incident will also be interviewed.
- All children will be used as a positive resource in countering bullying showing that they disapprove of this type of behaviour
- Parents will be contacted immediately to discuss the incident in school with the Headteacher

- All accessible areas of the school are patrolled during breaks by members of staff.
- Pupils who have bullied others will be familiar to the Headteacher and monitored closely.
- Pupils who have bullied others will be helped to change their behaviour through education and the use of existing disciplinary sanctions (as outlined in the Culture for Learning (Behaviour) Policy). These will be applied only with the view to improving the behaviour of those responsible and to show the school's commitment to its policy against bullying.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the Designated Safeguarding Lead (DSL) will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's Culture for Learning (Behaviour) policy.
- If persistent bullying incidents occur over a short period of time then this may initiate an Independent Behaviour Plan.
- If persistent bullying still occurs, it may lead to exclusion from the school for a fixed period of time.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.

iv. Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling (if appropriate), engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children Social Work Service, or support through the Children and Young People's Mental Health Service (CYPMHS).

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with the school's Culture for Learning (Behaviour) policy; this may include official warnings, removal of privileges and fixed-term exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Children Social Work Service, or the Children and Young People's Mental Health Service (CYPMHS)

v. Professional development for staff

We will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Summary

We will always take allegations of bullying seriously and investigate all incidents thoroughly. We will ensure that victims are well-supported and that staff are kept informed about incidents. Where possible / appropriate witness information will be obtained and written records kept. We will ensure that action is taken to prevent further incidents and that these will involve the sanctions outlined in our Culture for Learning (Behaviour) Policy and will also provide support for the bully to help them realise the consequences of their actions on others, obtain an apology and modify their behaviour. Bullying will not be tolerated.