

Anti-bullying Policy

Leamore Primary School

Date

Review Date

Designated Person:

Michelle Hill, Interim Headteacher

Deputy Designated Person:

Ellie Luckin, Safeguarding Lead Co-ordinator

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Policy Statement

1.1 This policy does not stand in isolation, and must be read in conjunction with the safeguarding policy and behaviour policy.

1.2 Leamore Primary School aims to look after the welfare of all children who attend the school by providing a safe, secure, caring and supportive environment for everyone. We aim for a school environment where children look forward to attending school and are able to learn without fear of being bullied, by promoting mutual respect between all members of the school community, and modelling and rewarding positive behaviour.

1.3 Bullying of any kind is unacceptable at Leamore Primary School and will not be tolerated. Any incidents will be dealt with promptly and effectively.

1.4 This policy aims to create an ethos aiming to eradicate bullying at Leamore Primary School, and to outline individual responsibilities in order to produce a consistent response to any bullying incidents.

What is bullying?

2.1 There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation.

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger).

(gov.uk)

2.2 Bullying is any persistent behaviour over time that is intended to cause distress to another person. There may or may not be a real or perceived power imbalance between the perpetrator and victim of bullying.

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2.3 We must also be alert to how single incidents of hurtful behaviour can still leave the targeted child fearful of repetition, and should always be addressed swiftly.

2.4 Bullying can include:

- Name-calling, taunting, tormenting, mocking, persistent teasing, making offensive comments and humiliation
- Offensive graffiti
- Excluding people from groups
- Gossiping and spreading hurtful or untruthful rumours
- Physical assaults, including kicking, hitting, pushing, pinching and threats of violence
- Stealing belongings
- Cyberbullying, including sending inappropriate, offensive or degrading text messages, emails or messages on social media websites, and setting up websites designed to embarrass or upset individuals
- Racist bullying, including racist taunts, gestures and graffiti
- Sexual bullying, including unwanted physical contact and sexual comments
- Homophobic bullying, including hostile or offensive language or action towards homosexual, bisexual or transgender individuals, or individuals perceived to be part of these groups
- Discrimination on the basis of disability, including any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

2.5 Anyone can be a victim of bullying, but staff must be extremely vigilant of our vulnerable children being targeted. Vulnerable children include:

- Looked after children
- Transient pupils
- Pupils with Special Educational Needs or other disabilities
- Pupils who need support to learn English as an additional language
- Gifted and talented pupils
- Disaffected pupils
- Children living in poverty
- Travellers
- Refugees and asylum seekers
- Black and ethnic minority pupils
- Infrequent attendees
- Pupils excluded from school or at risk of exclusion

Strategies to prevent bullying at Leamore Primary School

- Staff vigilance

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- Completion of “Bullying Incidents Reporting Forms”
- Playground buddies patrol the playground and look out for any child who doesn’t appear to have anyone to play with
- Lunch time clubs, for example sports activities and computer club
- Key Stage 1 friendship group
- Online worry box
- Childline posters displayed around the school
- E-safety activities for Internet Safety Day
- Anti-bullying activities during Anti-bullying week
- Opportunities within the curriculum, for example in PSHE, to raise pupils’ awareness of bullying.

Signs and effects of bullying

4.1 Pupils who are being bullied may show changes in behaviour, such as:

- Becoming withdrawn, shy, anxious and nervous
- Becoming aggressive, disruptive or unreasonable
- Reduction in self-confidence
- Pretending to be poorly to avoid attending school or to go home early
- Wanting to be in the company of adults rather than going out to play at break and lunch times
- Changes in work ability and lacking concentration
- Starting to stammer
- Possessions go missing or are damaged
- Starting to bully other children or their siblings
- Having unexplained injuries, such as cuts and bruises
- Stops eating

These can also be signs of other issues, and any differences in a child’s behaviour must also be considered in line with Leamore Primary School’s safeguarding policy.

4.2 It is crucial that we deal with bullying effectively due to the significant nature of the effects of bullying. Persistent bullying can result in:

- Depression
- Low self-esteem
- Poor academic achievement
- Isolation
- Threatened or attempted suicide
- Running away

Why do bullies bully?

5.1 Children bully for various reasons. The following are a few reasons why bullies bully, but there are many more:

- To feel powerful
- Jealousy
- To feel good about themselves
- To be in control of a situation
- They want something, for example attention, friends or an object the victim has
- To look good in front of other people
- To feel popular
- Peer pressure
- They are being bullied themselves

There is no such thing as a typical bully, they can be male or female, and come in different shapes and sizes, and from various backgrounds.

Staff responsibilities, record keeping and monitoring

6.1 Pupils reporting being the victim of bullying will be supported by staff:

- Offering an immediate opportunity to discuss the experience
- Reassuring the pupil
- Offering continuous support
- Attempting to restore self-esteem and confidence
- Informing parents or carers.

6.2 Pupils responsible for bullying will be supported by:

- Discussing what has happened
- Exploring why they behaved in this way
- Establishing the wrong doing, and acknowledging a need to change
- Informing parents or carers to reinforce messages.

6.3 The appropriate disciplinary action will be taken in line with the school's behaviour policy. If an incident is very severe, consideration will be given to police involvement where appropriate.

6.4 Any reported incidents of bullying should be recorded on a "Bullying Incidents Reporting Form". These should be passed to Michelle Hill, Designated Person for Child Protection, or Ellie Luckin, Deputy Designated

Person for Child Protection. These will allow monitoring of the handling of bullying investigations, and provide a method of gathering intelligence around bullying, to allow preventative work to take place in the case of a pattern emerging. The forms will be kept securely in a locked cabinet.

School Ethos

7.1 Leamore Primary School aims for all children to feel they can report bullying, whether they are the victim, bully or a bystander, knowing that they will be listened to, and the situation will be dealt with effectively.

7.2 All staff should use opportunities to explain to children what the school's policy is with regards to bullying, and what they should do if they feel they are being targeted.

7.3 As a school, we take bullying very seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

7.4 Parents will be updated regularly when bullying is being investigated.

What should I do if I'm being bullied?

- You can tell someone you trust
- You can tell your parents, carers or another family member
- You can tell any adult at school
- You can send a message to school using the online worry box on the school website

Whatever you do, don't suffer in silence. We are here to help you.

What should I do if I suspect my child is being bullied?

9.1 If you suspect your child is being bullied, please inform a member of school staff at your earliest opportunity, so that we can investigate the matter and take appropriate action. Please remember that if you didn't realise that your child was being bullied, then the school may not have realised either.

9.2 It is important not to take the matter into your own hands and to confront the bully's parents, especially if you are angry and do not know them well. This can lead to serious arguments which can quickly escalate.

9.3 Bullying is a shared problem, and staff and parents will need to work together in partnership to resolve incidents.

Racist bullying

10.1 Racist incidents are any incidents which are perceived to be racist by the victim or any other person.

10.2 Leamore Primary School reports all racist bullying to the Local Authority.

Further information

11.1 Further information about bullying can be found on the following websites:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

www.childline.org.uk

<http://www.nspcc.org.uk/>

<http://www.thinkuknow.co.uk/>

www.bullying.co.uk

www.kidscape.org.uk

<http://antibullying.net/>

<http://www.anti-bullyingalliance.org.uk/>

<http://www.chatdanger.com/>

Policy last updated: 20/07/15

Signed by Michelle Hill, Interim Headteacher: _____

Signed by Alison Buick and Vanessa Holding, joint Chairs of Governors:

This policy will be reviewed in full every year. This will include checking the accuracy of telephone numbers and personnel details, and any updates required by a change in local or national policy or as a result of learning from serious case reviews.

Next review date: 20/07/16