

LENT RISE SCHOOL





ANTI-BULLYING POLICY

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Abstract:

This policy sets out the schools definition of bullying, how we set out to prevent bullying from occurring and how we deal with instances of bullying that do occur.

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Introduction

At Lent Rise School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

Children and young people need to grow up in a caring and nurturing environment where they feel valued. The ethos and atmosphere of a school is an essential factor when dealing with incidents of bullying.

We will:

- Provide good role models of behaviour.
- Encourage mutual respect and minimise confrontation.
- Have a sense of purpose shared between staff, pupils, governors and parents.
- Provide opportunities for children and young people to express their concerns in the knowledge that these will be listened to, taken seriously and acted on as appropriate.

Definition of the term "Bullying"

Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Safe to Learn: embedding anti bullying work in schools (2007).

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

The main forms of bullying are:

- Verbal abuse e.g. name calling, threats and insults.
- Physical abuse e.g. hitting, slapping, punching and kicking.
- Psychological abuse e.g. implied threats, extortion and blackmail.
- Cyberbullying e.g. being threatened taunted through the internet, mobile phone.
- Sexual harassment, including teasing and taunting on the grounds of sex or sexual orientation.

- Racial harassment, including teasing and taunting on the grounds of ethnic origin.
- Socially unacceptable behaviour, such as spitting, being rude and excluding victims from shared activities.
- Organising others to bully by way of threats or rewards yet remaining distanced from the bullying incidents.
- Abuse for which there is no provocation.
- Homophobic bullying e.g. teasing and threatening children about their sexual orientation or gender identity or their families' choices.
- Bullying related to specific groups of children e.g. children with special educational needs, looked after children, children with health conditions.

Signs of bullying

Changes in behaviour that may indicate that a pupil is being bullied include:

- Unwillingness to return to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others
- Books, bags and other belongings suddenly go missing or are damaged
- Change to any behaviour or established habits (e.g. mood, confidence, giving up music lessons, change to accent or vocabulary)
- Diminished levels of self-confidence
- Frequent visits to the Medical Centre with symptoms such as stomach pains, headaches etc.
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiencing nightmares etc.
- Talking of suicide or running away

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

Even if you are unsure, it is better to raise the issue with a responsible adult. We encourage parents to contact Lent Rise School when they have concerns.

Aims

- To monitor behaviour that has an effect on standards of achievement.
- To monitor and evaluate regularly the quality of learning and the quality of life in school.

- To promote growth mindsets
- To maintain the ways in which pupils react to school rules and conventions.
- To continue the effectiveness of the school's arrangements for promoting good behaviour and relationships.
- To acknowledge pupils and parent's responses to the application of any system of rewards and sanctions.
- To ensure measures are taken by the school to prevent and eliminate any bullying.
- To maintain the Lent Rise "Open Door" policy.
- To regularly use the school curriculum to tackle issues relating to bullying.
- To promote and reinforce self-respect and assertiveness.
- To recognise and celebrate the diversity of achievement of pupils - e.g. that is being caring and thoughtful or trying hard to improve behaviour.
- To give pupils responsibilities.
- To encourage playground games which can be shared by everyone.
- To provide training to teachers, non-teaching staff, governors and parents who act as voluntary helpers in school on how to tackle problems of bullying.
- To evaluate behaviour policies to check that they are effective and amend them as necessary.

Monitoring

If a parent expresses concern regarding bullying the teacher will investigate it fully. If it is bullying, which is repeated aggression, name calling etc which makes another child a victim then it will be recorded in the bullying log and would then be immediately referred to the Headteacher.

The sanctions applicable to any type of bullying incident follow the Lent Rise School Behaviour Policy.

Any proven cases of bullying would be reported to the Chair of Governors to ensure that governors are kept fully informed of action taken.

This policy will be reviewed every year to ensure that it is kept up to date, as well as if there is a bullying case which suggests the policy needs reviewing.

Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils we at Lent Rise School have developed the following strategies to promote positive behaviour and discourage bullying behaviour:

- Restorative Approaches
- Philosophy 4 children
- Regular audits
- Anti-Bullying week annually in November.
- PSHCE/citizenship

- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Student voice
- Parent groups/extended schools
- Peer mentoring schemes
- Playground Buddying
- Parent information
- Staff training and development for all staff
- Play Therapy / Early Intervention counselling
- Clear communication systems within the school
- Esafety / Safer internet day
- Lunch time support groups
- Wellebing support worker
- Support from professionals including PCSOs and NHS teams

Reporting and Responding to Bullying

All reported incidents will be taken seriously and investigated involving all parties.

- Information gathering e.g. parents, children, staff
- Interviewing all parties
- Informing parents
- A range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate
- Referral to Behaviour policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- Follow up especially keeping in touch with the person who reported the situation, parents/carers
- Support for the victim and the bully.
- Review over time.

Responsibility

It is the responsibility of the whole school community to ensure that this policy is followed and to ensure that all children within the school know and understand that bullying is not tolerated and that they are made aware of the sanctions.

It is the responsibility of:

- School Governors to monitor and review this policy.
- Headteacher, senior leadership team, teaching staff and non-teaching staff to understand this policy and to carry out the correct interventions when necessary.
- Headteacher to make the parents aware and in agreement of the policy.
- Pupils to be aware of the policy and possible sanctions.

Useful Websites

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

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

<http://ceop.police.uk/>

<http://www.childline.org.uk/Pages/Home.aspx>

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

<http://www.dfe.gov.uk/prevent>

Out of school activities

This policy applies to school run out of school clubs