

Lancasterian Primary School

Anti-Bullying Policy



Version No.	Date	Approved by	Review Frequency	Review Date
2	November 2016	SLT	+ 2 Years	November 2018

1. INTRODUCTION

1.1 Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school; it has a profound affect both the victim and the bully and is detrimental to their spiritual, moral, social and moral development (SMSC). If bullying does occur, all pupils should know that incidents will be dealt with promptly and effectively.

1.2 Objectives of this Policy

To ensure that:

- all governors, teaching and non-teaching staff, pupils and parents/carers have an understanding of what bullying is.
- all governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- all pupils and parents/carers 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/carers should be assured that they will be supported when bullying is reported.
- bullying is not tolerated.

2. DEFINITION

2.1 What Is Bullying?

At Lancasterian Primary School we believe that **bullying is:**

hurting someone's body
(e.g. punching, kicking)

hurting someone's feelings
(e.g. leaving someone out, sending nasty text messages)

or forcing someone to do something that they do not want to do
(e.g. making someone break the golden rules)

and occurs **when these things happen repeatedly and are done deliberately** by individuals or in groups.

Hurting someone's body includes:

- pushing, kicking, hitting, punching or any use of violence
- any form of unwanted physical contact

Hurting someone's feelings includes:

- being unfriendly, name-calling, sarcasm, spreading rumors, teasing or tormenting
- excluding
- racial abuse, graffiti or gestures
- sexually abusive comments, graffiti or gestures
- comments made because of, or focusing on, the issues of gender or sexuality
- abuse of the internet to hurt others, such as misuse of email, internet chat rooms and social networking sites.
- mobile threats by text messaging or calls, and misuse of associated technology, i.e. camera and video phone facilities

2.2 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. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

3. PREVENTION

3.1 Context

Bullying occurs at every school. At Lancasterian Primary School we believe that establishing and maintaining an ethos where children feel secure, are encouraged to talk and are listened to is vital for the prevention of bullying. This means ensuring that children know that there are adults in the school who they can approach if they are worried or in difficulty, and including in the curriculum activities and opportunities which equip children with the skills they need to stay safe from bullying.

Knowing where and when bullying is most likely to occur vital first step towards dealing effectively with the problem. We know from experience that at Lancasterian Primary School bullying is least likely to occur during lesson times and most likely to occur when there is less supervision, e.g. during playtime or in the dining hall.

This is what we do to prevent bullying:

- engage as a whole school in anti-bullying week (usually late November)
- have a set of clear school golden rules which prohibit bullying
- encourage the children to have respect for others
- show and tell the children what kind of behaviour we expect
- ensure that staff model good behaviour and communication skills, with pupils and adults in the school
- reward good behaviour (e.g. house points, certificates, green notes home, wall of fame)
- value each child as an individual
- talk about bullying behaviour
- encourage children to talk and listen

- practice ways of expressing our feelings and sorting our problems (e.g. through PSHE or pupil voice time)
- take all reports of bullying behaviour seriously
- listen to parents and carers
- monitor places where bullying may occur
- work to improve playtimes and playgrounds (e.g. through peer mediators, Playpods)

3.2 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 that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- 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 do poorly in school work
- goes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- is nervous or jumpy when a cyber-message is received
- gives improbable excuses for any of the above
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These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

4. PROCEDURES

4.1 Procedures to follow when bullying is reported

At Lancasterian Primary School primary school, we believe that when bullying occurs not only is the child who is being bullied a victim, but also the child who is doing the bullying. We believe that children who bully do so for a reason, and that unless we attempt to understand the reason in each case, we are unlikely to successfully solve the problem.

If a child is being bullied, or if a friend or adult suspects that they are being bullied:

1. Report bullying incidents to staff. The first person to talk to would be the class teacher or teaching assistant, although any member of staff that the child or parent/carer feels comfortable with can be approached.
2. The bullying behaviour or threats of bullying must be investigated by the member of staff informed or passed on to a more appropriate member of staff for investigation if necessary, and the bullying stopped quickly. Incidents will be recorded on Behaviour Management Records.
3. In serious cases all parents/carers will be informed and may be asked to come in for a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullied child will be supported to ensure that they recover from the incident. They may be referred to the Pastoral Care Manager for further support if necessary.
6. The bully/bullies will be supported in order to understand why they are bullying and to help them to change their behaviour. They may be referred to the Pastoral Care Manager for further support if necessary. This person is named in Appendix i.

We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

4.2 Outcomes

1. The bully (bullies) will be asked to genuinely apologise. We will always attempt to reconcile pupils involved.
2. Other consequences for the bully may take place depending on the seriousness of the problem and following the red behaviour consequence system. In serious cases, exclusion will be considered.
3. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

5 HELP ORGANISATIONS

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	020 7713 0089
Kidscape Parents Helpline	020 7730 3300
Parentline Plus	0808 802 5544
Youth Access	020 8348 5947
Bullying Online	www.bullying.org

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

APPENDIX I

The Pastoral Care Manager is:

- Kamelia Johnson