

Lewknor C of E Primary School

Anti-Bullying Policy

March 2019 – Review March 2021

Lewknor Church of England Primary School, with its Christian foundation, seeks the wholeness of all its children – spiritually, physically, intellectually and socially. We believe that every child is loved by God and that it is our duty to ensure school is a safe and welcoming place for all.

We recognise that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. Whenever the opportunity arises it must be made profoundly clear that we will not tolerate bullying at Lewknor. We are committed to providing a caring, friendly and safe environment.

Objectives of this Policy

Our policy outlines what the school will do to prevent and tackle bullying. It has been drawn up through the involvement of the whole school community. We will also work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004. We have also referred to the Preventing and Tackling Bullying 2017 DfE document.

All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is and how to deal with it effectively.

All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow this when bullying is reported.

All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs. Pupils and parents/carers will be assured that they will be supported when bullying is reported.

Our School Community

- Discusses, monitors and reviews our anti-bullying policy every two years
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents / carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate (adapted from Bullying – A Charter for Action, DCSF)

Definition of Bullying

Bullying is defined as: behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally.

Bullying can include, but is not limited to:

- Persistent name calling, taunting, mocking, making offensive comments
- Kicking or hitting
- Taking belongings

- Inappropriate text messaging and emailing
- Sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping
- Excluding people from groups and spreading hurtful and untruthful rumours
- Unwanted physical contact or sexually abusive / sexist comments
- Racial taunts, gestures, making fun of someone's culture or religion
- Homophobic language and behaviour

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Forms of Bullying

Bullying can happen to anyone. This policy lists many types of bullying but this is not an exhaustive list. Bullying can be related to:

- race, religion or culture
- special educational needs
- appearance
- health conditions
- sexual orientation
- young carers or looked after children

There is also:

- Sexist or sexual bullying
- Cyber-bullying (for example, by text messages or the internet)
- Homophobic bullying (motivated by a prejudice against lesbian, gay or bisexual people, for example)
- Transphobic bullying or bullying related to gender

Identifying and Responding to Bullying

The school will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the school council
- Train all staff to identify bullying and follow school policy and procedures on bullying
- Actively create 'safe spaces' for vulnerable children and young people

Procedures for Reporting and Responding to Bullying Incidents

Allegations and incidents of bullying at Lewknor C of E Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures are to be followed:

- Incidents of reported bullying need to be reported to the class teacher and the Headteacher in writing
- The class teacher will speak to all children involved about the incident separately or if appropriate as a group. This will be reported to the Headteacher
- The problem will be identified and possible solutions suggested
- Staff will adopt a problem-solving approach through circle times and/or drama activities, which will move children on from having them to justify their behaviour
- Appropriate action will be taken to end the bullying behaviour or threats of bullying
- The bully (bullies) may be asked to apologise genuinely. Other consequences may take place and appropriate sanctions applied, eg. loss of privileges, spending playtime and lunchtimes with an adult in the reflection room, completing a behaviour reflection sheet, withdrawal from class, withdrawal from participation in a school visit, club or event that is not essential to the curriculum
- If possible the pupils will be reconciled
- An attempt will be made and support given to help the bully (bullies) understand and change their behaviour
- If the bullying continues, or in the more serious cases of bullying, parents will be informed and invited into the school for a meeting to discuss the problem
- Mediating meetings, with both parents and pupils present, may be used to resolve the issues
- In serious cases the incident will be recorded and kept on file
- In repeated or serious cases the school may follow the following sanctions: lunchtime exclusion, fixed-term exclusion, permanent exclusion

Our Approach to Bullying (Preventative Strategies)

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

Involvement of Pupils

The school will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Promote awareness through anti-bullying assemblies, circle time, PSHCE lessons and SEAL programme
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaged in bullying
- Involve pupils in anti-bullying campaigns in schools
- Publicise the details of helplines and websites, e.g. Child Line
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have
- Follow the whole school behaviour policy, which includes using praise and rewards to reinforce good behaviour

Liaison with parents and carers

The school will:

- Ensure that parents/carers know whom to contact if they are worried about bullying. Their complaint will be taken seriously and appropriate action will be taken
- Ensure parents know about our complaints procedure and how to use it effectively
- Ensure parents/carers know where to access independent advice about bullying
- Work with parents and the local community, including the Church to address issues beyond the school gates that give rise to bullying

Bullying may also happen outside of school hours. In such cases, the Headteacher is empowered by law to deal with such incidents but will do so in accordance with the school's policy. At Lewknor C of E Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and the school will do what it can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Community Police Officer about problems
- Engage with the local Reverend to provide support through pastoral care advice
- Talk to the Headteachers of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises

Links with Other School Policies

This policy links with a number of other school policies including:

- Safeguarding
- Code of Conduct
- Equality
- E-Safety
- Complaints Policy & Procedure
- Behaviour Policy
- School's Vision, Aims and Values

We will review the Anti-Bullying policy every two years as well as when incidents occur that suggest a need for review. This policy only works if it ensures that the whole school community understands that bullying is not tolerated and steps will be taken to both prevent and respond to bullying.

Signed (Headteacher)

Date March 2019