

Ladysmith Federation

Anti – Bullying Policy

Rationale

All pupils have a right to feel safe and secure at school. All members of the school community have a right to work in a bully-free environment.

Content of the policy

This policy contains sections outlining the following:

1. Legal requirements
2. How we define and identify bullying
3. Procedures for dealing with bullying
4. Intervention techniques to prevent bullying taking place.

1. LEGAL REQUIREMENTS

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying.

The Education and Inspections Act 2006

In particular section 89 of the Education and Inspections Act 2006:

- Provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;
- Gives head teachers the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Schools are required to comply with the new Equality Duty.

Safeguarding children and young people

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

2. How we define and identify bullying

Definition

There are many definitions of bullying but most consider it to be:

- Deliberately hurtful
- Repeated often over a period of time
- Difficult for victims to defend themselves

Bullying can take many forms, but the main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, manipulative behaviour
- Cyberbullying – use of technology to intimidate or offend

How we identify bullying

- The child's behaviour may change. There may be increased shyness withdrawal from social activities and groups, diminishing performance, attention seeking, attendance problems, and fabricated illness.
- Other children may inform staff
- Issues may arise through class discussion
- Parents may inform the school.

3. Procedures for dealing with bullying

All allegations of bullying should be treated seriously and thoroughly investigated. If the class teacher feels confident about dealing with the bullying they should do so.

If the class teacher feels that the incidents are too serious to be dealt with by them, or if the bullying is repeated after they have dealt with it, the details should be passed on to a senior member of staff.

Senior staff will interview the victim and alleged perpetrators separately and consider whether the actions were deliberate bullying. If they are, the senior member of staff will:

- Inform the parents of the perpetrator by letter about the incidents that have taken place.
- Allow the perpetrators time to consider their behaviour and to devise an appropriate way of rectifying the situation.
- Arrange to meet both parties at regular intervals to ensure the bullying has not been repeated.

If there are further incidents of bullying the Headteacher will invite the parents in to discuss the matter.

If there are further incidents of bullying the Headteacher will exclude the perpetrator(s) from school for a fixed period.

If there are further incidents of bullying the Headteacher will exclude the perpetrator(s) from school permanently.

In the event of fixed-term or permanent exclusion the governing body and the LA will be informed.

4. Action to be taken to prevent bullying

Bullying to be addressed in circle time and during regular timetabled SMSC lesson. Staff Handbook includes guidance for preventing and identifying bullying and promoting good behaviour

Classroom and school displays reinforce the school's expectations of children's behaviour.

Bullying to be addressed both directly and indirectly and indirectly in Year and School Assemblies.

All class teachers to reinforce positive behaviour through the use of the rewards system and stepped consequences.

The school council may discuss behaviour in school (including bullying).

All parents will be informed of the school anti-bullying policy via the website and induction.

Bullying concerns will be discussed annually with the Behaviour Policy.

The playground will be well supervised at break and lunchtimes. A senior member of staff will be available at all times to support the teachers, TA's and MTA's on duty.

Headteacher will monitor the number and nature of incidents of bullying that take place.

Regular staff meeting time set aside to discuss (and revise if necessary) the Behaviour Policy (including the anti-bullying policy.)

ACTION TO BE TAKEN WHEN BULLYING OCCURS

Class teacher negotiate a plan to resolve the problem

If the problem cannot be resolved or is serious

Class teacher informs Headteacher

Headteacher informs parents and invites to initial meeting. Further meetings set up between perpetrators, victim and Headteacher.

If bullying is repeated

Parents of perpetrator see Headteacher and informed of the consequences of any repeat of bullying

If bullying is repeated

Perpetrator excluded from school for a fixed period
Governors and LA informed

If bullying is repeated

**Perpetrator(s) excluded from
school permanently.
Governors and LA informed.**