



## Lewknor Church of England Primary School Anti-Bullying Policy February 2021 – Review February 2023

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 all people are made in the image of God and are loved by God. Everyone is equal and we treat each other with dignity and respect. It is our duty to ensure that our school is a safe and welcoming place for all where everyone can flourish in a loving and hospitable community.

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. Our aims are:

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Our policy 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.

Our policy is also based on the Church of England document Valuing All God's Children (Second Edition, summer 2019)

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.

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

## Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the target, the perpetrator and the whole school community and its secure and happy environment.

Bullying can include, but is not limited to:

- Verbal (persistent name calling, taunting, mocking, making offensive comments).
- Physical (eg, hitting, kicking, pushing, spitting).
- Unwanted physical contact or sexually abusive / sexist comments.
- Damage to personal property and taking belongings.
- Cyber (inappropriate text messaging, emailing, social media messaging. This includes sending offensive or degrading images by phone or via the internet).
- Emotional / indirect / segregation (excluding people from groups and spreading hurtful and untruthful rumours, gossiping).
- Threats.
- Theft or extortion.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, 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, culture or class
- special educational needs or disability
- appearance or health conditions
- homophobic bullying (motivated by a prejudice against lesbian, gay or bisexual people, for example)
- gender identity (transphobic)
- gender (sexist bullying)
- related to home or other personal experiences

- young carers or looked after children

### Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed above. It will be challenged by staff and recorded.

### Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded in school.

### Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at Lewknor Church of England 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. All incidents will be recorded centrally on the school's database. The Headteacher will monitor all incidents and outcomes. Governors will be informed of all incidents at least once every term.
- Support will be given to the target. 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 PSHE lessons.
- 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.
- Ideally 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.
- All incidents 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.
- The Headteacher and teaching staff will assess whether any other authorities (local authority, police) need to be involved.

### Our approach to bullying (preventative strategies)

Our school vision is at the heart of everything we do and ensures that all members of the community are respected as members of a community where they are all known and loved by God. 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, PSHE lessons and Jigsaw programme.
- Ensure pupils lead collective worship sessions that explore the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- 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. Childline.
- 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.

The Headteacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

### **Bullying outside of school**

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 Church of England 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:

- Behaviour
- Safeguarding
- Code of Conduct
- Equality
- E-Safety
- 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.