

Lawford Mead Primary & Nursery School



Anti-bullying Policy

'Proud of our school, proud of our achievements'

Certified as reviewed and approved by the Governing Body: Spring 2018

Next review date: Spring 2019

Anti-bullying Policy

Relationship to other policies

- Equality scheme
- Special Educational Needs & Disability (SEND)
- Safeguarding
- Child Protection & Safeguarding
- Internet access and safety (pupils)
- Attendance
- Health, Safety and Well-being
- Spiritual, Moral, Social & Cultural
- Inclusion

Introduction

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. If bullying does occur, all pupils are aware that they should tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

We don't allow any unkind or cruel behaviour in our school. But not all unkind or cruel behaviour is bullying. As a school, we regularly discuss what bullying is so that children will recognise it if it happens.

We have agreed that bullying is the repeated use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical Pushing, kicking, hitting, punching or any use of violence
- Racist Racial taunts, graffiti, gestures
- Sexual Unwanted physical contact or sexually abusive comments
- Homophobic Because of or focussing on the issue of sexuality
- Verbal Name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email, social networking sites and chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

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.

As a school, we take seriously our responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

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

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
- Comes 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
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems but bullying should be considered a possibility and should be investigated

Procedures

1. Children will be encouraged to report bullying incidents to staff.
2. In cases of bullying, the incidents will be recorded by staff in our bully log.
3. The bullying behaviour or threats of bullying will be investigated and steps put in place to find a solution.
4. Parents of all involved will be informed and will be asked to come in to a meeting to discuss the matter
5. The victim will be offered support and monitored closely
6. Support will be given to help the bully (bullies) change their behaviour
7. If necessary and appropriate, outside agencies will be consulted

Outcomes

There are several ways in which we will tackle incidents of bullying, dependent on the individuals and the situation: -

- 1) Parents of children who have been bullying will be called in for a meeting to discuss the issue.
- 2) The bully (bullies) will be asked to genuinely apologise. Other consequences may take place, such as being kept from playground.
- 3) If appropriate, a support group will be set up to support the victim and develop empathy in the bully, following the Essex guidance. Parents of the child who is being bullied will be informed and this option explained to them. Permission to be part of a support group will be sought at the beginning of each year with other general permission requests.
- 4) In serious cases, suspension or even fixed term exclusion will be considered.
- 5) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 6) If possible, the pupils will be reconciled.

Prevention

We feel that it is as important to try to prevent bullying, as it is to deal with incidents of bullying. In this way, we hope that we are preparing children for life outside school as well as ensuring that time in school is happy and safe.

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Holding anti-bullying days/weeks
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters
- Using circle time to address issues as a class
- Using 'worry boxes' or feelings circles so that children can express that they need to talk in private

Designated Member of Staff – Mrs Dawn Baker

Monitoring and review

This policy will be formally reviewed by the governing body on an annual basis or earlier if new guidance becomes available.

HELP ORGANISATIONS:

Kids Inspire	01245 348707
Advisory Centre for Education (ACE)	020 8888 3377
Children's Legal Centre	01206 877910
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	020 7730 3300
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Child Line	0800 1111
Bullying Online	www.bullying.co.uk

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