

Anti Bullying Policy

Ladygrove Park Primary

Approved by: James Walthall **Date:** 14/3/18

Last reviewed on: 14/3/18

Next review due by: Annually

School statement on bullying

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness.

Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study. We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Related policies include Behaviour Policy / Equality Policy / Code of Conduct / Accessibility Scheme

1. Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. It has three distinct elements: Actions are Consistent, Targeted and Not Returned. The 'STOP-No Returns' phrase can be applied to define bullying – Several Times On Purpose with No Returns.

Please refer to the 'Ladygrove Standard' and the 'School Vision' for our ethos. The core of our ethos is equality for all, regardless of gender, religion, orientation or differing abilities. Activities at the school are actively monitored to ensure equality of access and involvement. Additionally to this, respect is a value which is high profile through clear and evident school rules and positive reinforcement with life skills awards.

The nature of bullying can be:

- Physical –such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- Attacking property –such as damaging, stealing or hiding someone's possessions
- Verbal –such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Psychological –such as deliberately excluding or ignoring people
- Cyber –such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people – e.g. young carers, looked after children

No form of bullying will be tolerated and all incidents will be taken seriously.

2. Reporting bullying

If a pupil is being bullied they are encouraged not to retaliate but to tell someone they trust such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school. Anonymous reporting mechanisms are particularly important for LGBT young people who may worry that reporting bullying might involve discussing their sexual orientation or gender identity.

Examples of how to report:

- Report to a teacher (their class teacher or any other teacher)
- Tell a playground buddy or anti-bullying ambassador who in turn can help them tell a teacher or staff
- Tell any other adult staff in school – such as lunchtime supervisors, Teaching Assistants or the school office
- Tell an adult at home who can then report back to school
- Report anonymously through the Worry Monsters
- Call ChildLine to speak with someone in confidence on 0800 1111

Reporting –roles and responsibilities

All school staff, both teaching and non-teaching (for example lunchtime supervisors, caretakers, parent volunteers such as librarians, cycling proficiency trainers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

Parents and carers should look out for potential signs of bullying such as distress, sudden change in concentration levels, uncharacteristic feigning illness or other unusual change in behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff. Parents will feel much anxiety when hearing of possible bullying from their child, it is important that they note if their child has not reported the situation to the school yet. The school will work firstly with the child to address the issue.

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying on an incident reporting form retain the record centrally
- Designated school staff will monitor incident reporting forms and information; analysing and evaluating the results
- Termly reports summarising the information, will be reported to the governing body
- Staff will pro-actively respond to the bully who may require support as well as consequences for their actions. They will discuss with the target's class teacher to devise a plan of action.
- Designated staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual discussions will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.

- Staff will decide whether to inform parents or carers and where necessary involve them in any plans of action
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

5. 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 in our definition of bullying. It will be challenged by staff and recorded centrally and monitored with follow up actions and sanctions, if appropriate, taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

6. 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, recorded and monitored in school, and reported to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A child-friendly anti-bullying policy/ display which ensures all pupils understand and uphold the anti-bullying ethos
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying
- School assemblies help raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, Mental Health days, Protective Behaviours activities
- The school values of equality and respect are embedded across the curriculum and in the vision/Ladygrove Standard to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and pupils across the school
- Playground buddies and pupil-led programmes (anti bullying ambassadors, buddy bench) offer support to all pupils, including those who may have been the target of bullying
- A Restorative justice approach ensures disputes are dealt with quickly before becoming possible bullying and also provide support to targets of bullying and those who show bullying behaviour using SLT led restorative 'time out'. The Zones of Regulation approach also helps with self awareness and language to support victims and help bullies understand their actions.
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate

The anti-bullying policy is communicated clearly to the whole school through class and assembly, the school rules and newsletter. It is available on the school's website and hard copies are available on request.

8. Training

The head teacher is responsible for ensuring that all school staff, both teaching and non-teaching (including lunchtime supervisors, caretakers and librarians) receive training on anti-bullying procedures.

9. Monitoring and reviewing

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. The policy is reviewed annually, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Date of last review:

Head teacher signed:

Chair of Governors signed:

LPPS Anti Bullying Guide

1. Definition of bullying

STTOP-No Returns (Several Times On Purpose with No Returns)

Bullying involves actions which are done to the same person or group, again and again without that person or group responding the same way. It is Consistent, Targeted, Not Returned.

Bullying can be:

Spreading harmful stories

Pushing, shoving or hitting someone

Threatening someone

Following someone against their wishes

Insulting someone

Calling someone names

Using social media or messages to intimidate or harass someone

Making fun of someone

Taking/hiding someone's things

2. Reporting bullying

Try to speak to a trusted member of staff first.

If you feel you can only speak to someone at home, ask them to come in to school with you to talk to the staff.

A: Always Tell Someone

B: Be positive

C: Care for each other

It's easy to stand in the crowd. It takes courage to stand out. Tell a trusted person if you feel you are being bullied or you have seen bullying happening.

3. Responding to bullying

Stand together, act responsibly.

Your trusted person will take action. You will be supported and helped. The other people involved will be interviewed and the right consequences will be given.

4. Bullying outside of school

Bullying is not allowed to happen anywhere, including online. Tell your trusted person and get help to sort it out. The school will help to sort it out even if it isn't happening at school.

5. Belittling language

- We are all different and all equal.
- Labels are for food not people!
- Always say something nice or constructive or don't say anything at all.

6. Prejudice-based incidents

Sometimes people are mean or nasty. If it's not bullying it still has to be sorted out. We always try to get people to talk to each other first, to restore good feelings. If this doesn't work we also try consequences.

7. School initiatives to prevent and tackle bullying

We have Playtime Buddies, the Buddy Bench, Anti Bullying Ambassadors and lots of assemblies and class time talking about looking after each other and what to do if things go wrong.

8. Monitoring and reviewing

Every year we look at this guide with pupils, parents and staff to check that it is still ok.