



Larkrise Primary School

Curious, Caring, Creative, Celebrating, Confident

Anti-Bullying Policy May 2019

This policy is based on DfES guidance "Preventing and Tackling Bullying. Advice for Head teachers, staff and governing bodies" and supporting documents, "Supporting children and young people who are bullied: advice for schools", "Cyberbullying: advice for head teachers and school staff" and "Advice for parents and carers on cyberbullying" November 2014.

Objectives of this Policy

This policy outlines what Larkrise School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole School community, we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children, and young people will be tolerated.

Our School community

- Discusses monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- 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 regarding their concerns on bullying and deals promptly with complaints. Parents 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 "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfES "Preventing and Tackling Bullying", November 2014)

Bullying can include, but is not limited to: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying), such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

We recognise as a School that not all incidents of deliberately hurtful behaviour can be defined as bullying. Incidents in which bullying behaviour is apparent should be investigated in line with guidance contained in both Behaviour Policy and Anti-Bullying policies.

Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology –“cyberbullying”.

During School Forum Circle, time students at Larkrise School were canvassed of their perceptions of what constituted bullying. The following were identified, but it is not implied that they were experienced at the school:

- Intimidation, individual or group
- violent action
- verbal abuse, e.g. saying you're gay
- emotional abuse, e.g. blanking
- physical
- cyber-bullying
- blackmail or threats
- theft
- racism

Preventing, identifying and responding to bullying

The School community will:

- Create and support an inclusive environment, which promotes a culture of mutual respect, consideration, and care for others, which will be upheld by all.
- 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.
- Provide a range of approaches for students, staff and parents to access support and report concerns.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches, such as through displays, assemblies, peer support and the school forum.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff (including teaching staff and support staff) to identify all forms of bullying, follow the School policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues to effectively develop strategies to prevent bullying from occurring.
- Actively create “safe spaces” for vulnerable children and young people.

- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider School community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive School ethos.
- Be encouraged to use social media responsibly.

Adults in school will investigate incidents with care, talking to witnesses and gathering evidence.

What will happen if a pupil is being bullied?

- The class teacher will talk to the person who was bullying so that they know how they have made someone else feel and witnesses will be interviewed to assess if they contributed to the bullying in any way. The pupil being bullied will be supported.
- Details of incidents will be recorded on an incident form.
- The person who was bullying will apologise, and discuss how to change their behaviour with a teacher. Consequences might include: Removal of privileges (e.g. break times), exclusion from certain areas of school premises, lunchtime fixed-term exclusion or fixed-term exclusion.
- The class teacher will talk to the parents/carers of the person who was bullying.
- The class teacher will talk to the parents of the person who was bullied so they know what has been happening and what has been done about it.
- The person who was bullied will 'check in' daily with a trusted adult who will monitor that the bullying has stopped.
- The person who was bullying will 'check in' daily with the class teacher to monitor that they have changed their behaviour.
- If the bullying behaviour continues the person who was bullying will be put on a behaviour plan which will be monitored by the head teacher to ensure that the behaviour stops. Parents of both pupils will be involved in the implementation of the behaviour plan.

Involvement of students

We aim to:

- Gather pupils' views on the extent and nature of bullying.
- Ensure pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the consequences for those engaged in bullying.
- Involve pupils in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

Liaison with parents and carers

We aim to:

- Make sure that key information about bullying is available to parents in a variety of formats.
- Ensure that all parents know who to contact if they are worried about bullying.
- Ensure all parents know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner.
- Ensure all parents know where to access independent advice about bullying.
- Work with all parents and the local community to address issues beyond the School gates that give rise to bullying.

- Ensure that parents work with the School to role model positive behaviour for students, both on and offline.

Links with other School policies and practices

This policy links with a number of other School policies, practices and action plans including:

- Behaviour Policy – including our Anti-bullying Charter
- Complaints Procedure Policy
- Safeguarding Policy
- e-Safety and Student e-Safety & ICT Policy
- use of reasonable force policy

Monitoring and review, policy into practice and links to legislation

We will review this policy regularly, as well as if incidents occur that suggest the need for review. There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

Responsibilities

This policy will only be effective if it ensures that the whole School community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Head teacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Head teacher to communicate the policy to the School community.
- Staff to support and uphold the policy.
- Parents to support their children and work in partnership with the School
- Students to abide by the policy and Anti-bullying Charter
- In law, the Head teacher has discretion to investigate, as appropriate, any incidents which take place outside School hours and away from the School premises and to declare them relevant to School.

The School will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the School’s action planning.

Signed: Head teacher Date:

Signed: Chair Date:



Alleged Bullying Incident Form

(i.e. significant / repeated / or serious one-off incident)

	Name (s)	Gender	<i>Class/Room</i>
Complainant(s)			
Alleged child (children who has been bullied (if different from above))			

Alleged child (children) who has displayed bullying behaviour			
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Date of incident:

Location of incident:

Type of incident: Please tick/circle appropriate types

Physical Bullying (includes jostling, physical intimidation, interfering with personal property (stealing, damaging, intruding upon it) punching/kicking, any other physical contact which may include hair pulling, spitting or use of 'weapon', extortion, writing/drawing offensive notes.)

Verbal Bullying (includes name calling, insults, jokes, threats, spreading malicious rumours, ridicule of another's appearance/disability/personal mannerisms/way of speaking, humiliating another publicly, mocking, sarcasm, intimidation)

Emotional Bullying (includes isolation, refusal to work with/talk to/play with/help others, mobbing the individual, belittling another's abilities, or achievements, menacing looks, stares or rude gestures)

Cyber Bullying (please specify) _____

Details of Incident

Action/support for child(ren) who has/have been bullied i.e. on-going support / monitoring from staff (including time frame of follow up action required)

Parental involvement (please specify e.g. dates and details of information received)

NAME OF STAFF MEMBER(S) INVOLVED

Date: _____