

LINCOLN GARDENS PRIMARY SCHOOL

Anti-bullying Policy

Definition of bullying

We define bullying as a deliberate act of intimidation, hurting, threatening or frightening someone else which takes place over a period of time and against which the victim finds it difficult to defend him/herself.

"Bullying is a behaviour which can be defined as a repeated attack, physical, psychological, social or verbal by nature, by those in a position of power which is formally or situationally defined, with the intention of causing distress for their own gratification."
(Besag, 1989)

The school agree with The Anti Bullying Alliance, that bullying falls into two categories:-

- **emotionally harmful behaviours** such as taunting, spreading hurtful rumours, cyberbullying and excluding people from groups and:
- **physically harmful behaviours** such as kicking, hitting, pushing or other forms of physical abuse.

And that it is bullying if:

- It is repetitive, willful or persistent
- It is intentionally harmful, carried out by an individual or group
- There is an imbalance of power leaving the person who is bullied feeling defenceless

The school's response to this is unequivocal.

Adults must be informed immediately and action will take place.

The school is also committed to the North Lincolnshire Anti Bullying Strategy by signing up to the LA agreement and participating in the Anti-Bullying meetings or workshops available for staff and pupils.

Pupils with special educational needs or disabilities may not be able to articulate the problems they are experiencing as well as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and this can often be as a result of their specific difficulties.

From time to time children fall out and argue which can result in name calling, threats or physical violence. Although this behaviour is not acceptable and must be dealt with appropriately we do not consider it bullying. Teachers and other staff will exercise a professional judgement on each individual case in relation to our definition of bullying.

Bullying by text message on mobile phones or e-mail

Independent research has highlighted that this is now on the increase. Children should be careful about who they give their phone number or e-mail address to. Any offensive message should be saved along with the time and date and reported to a responsible adult immediately. This will then be recorded on the bullying and esafety files. We may only receive this information after the event but we will still follow this up with the victim's family.

When pupils report bullying text messages the school will take the complaint seriously. We allow mobile phones in school as part of our mobile phone policy but these must be kept with the teacher during the school day.

Bullying outside the school

It is often the case that bullying takes place outside the school gates or on the way to and from school and the perpetrators may not even attend our school. In this case, although we are not directly responsible for pupils because they are not inside the school grounds, the school has a duty of care for the child's "Behaviour and Safety" and we are encouraging pupils not to suffer in silence.

Under the DfE March 2014 advice for schools on preventing and tackling bullying the following responsibility is given:-

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

More detailed advice on teachers' powers to discipline, including their power to punish pupils for misbehaviour that occurs outside school, is included in 'Behaviour and discipline in schools – advice for head teachers and school staff'

At Lincoln Gardens where a pupil tells of bullying off the school premises a range of steps can be taken. Depending on the nature of the incident and those involved we can:

- Ensure that parents are informed
- Talk to the local police about problems on the streets surrounding our school
- Talk to the Headteacher of the other school which pupils attend who are involved in the incident
- Map safe routes to school for victims with parents avoiding any possible incident areas
- Talk to pupils about how to avoid or handle bullying outside school premises

Aims

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.
- We aim as a school to produce a safe and secure environment where all can learn without anxiety. The mainstay of our ethos is respect for all based on our school Rights.
- This policy aims to produce a consistent response to any bullying incidents that may occur.

- We aim to make all those connected with the school aware of our opposition to bullying and we make clear each persons responsibilities with regard to the eradication of bullying in our school.

The role of the governing body

The governing body supports the Headteacher and staff in all attempts to eliminate bullying from our school and knows that if incidents of bullying do occur they are taken very seriously and dealt with appropriately.

The governing body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body will inform the Headteacher and ask her to conduct an investigation into the case and to report back to a representative of the governing body so that he/she can respond to the parent.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying policy strategy and ensure that all staff, both teaching and non teaching are aware of the school policy and know how to deal with incidents of bullying. The Headteacher will report to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Headteacher draws the attention of the children to this fact at suitable times e.g. Anti-bullying week or when a serious incident occurs. This may be through the use of assemblies when the behaviour and appropriate punishment can be discussed. The staff will also be requested by the Headteacher to explore strategies within circle time if a problem is within one class or year group.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with incidents of bullying.

The Headteacher sets the climate of mutual support and praises success. When children feel they are important and belong to a friendly and welcoming school bullying is far less likely to be part of their behaviour.

The role of the teacher

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. As part of the normal curriculum teachers deal with the issue of bullying in their classes. Circle time sessions in which bullying can be discussed are also regular classroom activities. All complaints are taken seriously and investigated.

Teachers are expected to keep their own records of incidents that involve pupils in their class and should record them on Cpoms- linking relevant pupils and notifying staff.

If a teacher suspects that a child is being bullied over a period of time then after consultation with the Headteacher the teacher initially informs the child's parents.

As teachers when we become aware of any bullying taking place between members of a class we deal with the issue immediately. This may involve counselling and support for the victim of the bullying and punishment for the child who has carried out the bullying. A discussion will take place around the consequences using the behaviour consequence ladder and parents are informed immediately. Ongoing monitoring of the child's behaviour will take place. We spend time talking to the child who has bullied explaining why the action was wrong and we hope to change the child's future behaviour. If the child is repeatedly involved in bullying other children staff inform the Headteacher and/or Deputy Headteacher. The parents are then invited into school to discuss the situation and the

sanction/strategies to be put into action. In extreme cases where discussions have proved ineffective the Headteacher may contact external agencies for further advice and support.

When training is available staff are expected to attend to keep their professional expertise updated.

Teachers are expected to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children we aim to prevent incidents of bullying.

There are five key points which teachers follow:-

- Never ignore suspected bullying
- Don't make premature assumptions
- Listen carefully to accounts as several people saying the same thing does not necessarily mean they are telling the truth
- Adopt a problem solving approach which moves pupils on from justifying themselves
- Follow up repeatedly to check that bullying has not resumed

The role of support staff

All adults working within the school are expected to be vigilant with regard to bullying. Teaching Assistants working with small groups may pick up the signs and symbols of bullying. Some children may also feel more at ease telling or talking to a TA or lunchtime supervisor than to a teacher when the person doing the bullying may not be around.

Effective supervision by mid-day supervisors involves moving about the grounds, talking briefly with pupils and anticipating potential difficulties. A suspected problem should be quietly and promptly investigated and reported to the class teacher in the first instance, who will then record and monitor the situation. If deemed necessary this will be passed on the phase leader and so that further action can be taken if required. The behaviour leader is alerted to any recorded incidents.

Lunchtime supervisors can complete an incident slip which may alert teaching staff to a developing problem.

The class teacher and behaviour leader should be informed of all incidents of suspected bullying reported or noticed by a non-teaching member of staff as soon as possible. The headteacher will be notified of recorded incidents through Cpoms.

School Curriculum

At Lincoln Gardens we believe that our work should not start at the point at which a child has been bullied. Therefore our approach is to proactively gather intelligence about issues between pupils which might prevent bullying occurring in the first place. This involves our curriculum PSCHE plans through dedicated events or projects, or through assemblies. We endeavour to work on an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest. Our work on British Values supports our work on this.

School action plan

When incidents of suspected bullying are observed or reported the following action is taken and the schools consequence system will be used throughout the process and behaviour leader informed.

- The class teacher will talk to the parties concerned and investigate the incident.
- The outcomes will be recorded and any action taken on Cpoms. Phase leader to be notified at this stage. If the teacher /phase leader consider in his/her professional judgement that the incident is not a case of bullying under the definition then the children will be dealt with as deemed appropriate by the adults concerned.
- If this is deemed to be bullying and it is the first incident the class teacher will discuss the matter with the parents initially pointing out that it is the first incident and we are nipping the problem in the bud by early intervention.
- If there is a repeated incident then the class teacher and behaviour leader will call parents into school to discuss the matter formally.
- Children who are found to be the victims of bullying will be supported by various strategies both inside and outside the classroom e.g. mediation by adults, circle time activities, circles of support, befriending, the use of the Learning Mentor and Nurture curriculum activities.
- If necessary the school will be able to involve outside agencies for counselling, assertiveness training, conflict resolution etc. through agencies such as REACH, the Anti-bullying Project & the Psychological Service.
- Children who are the perpetrators of bullying will also receive support in various ways both from inside school and outside agencies.
- In the case of serious violence and danger to the victim and where no other course of action has worked the pupil may be permanently excluded from the school
- Parents of the victim and perpetrator will be kept informed at every step of the process.

The role of the parents

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying should contact the class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

Pupil's responsibilities

It is often the case that bullying persists because the victim does not tell anybody about it. Pupils are encouraged to report bullying.

If they feel they are being bullied pupils should

- Tell a teacher or other adult in school
- Tell their family
- If they are scared to tell an adult by themselves they should ask a friend to go with them
- Tell a friend or playground pal who will say something on their behalf
- Keep speaking up until something is done

Sometimes other pupils are aware of what is going on. They have a responsibility to help the victim directly by telling the bully to stop and by fetching an adult. They should not stay uninvolved or watch or laugh as this only encourages the bully to continue to perform to the audience. There are no innocent bystanders in a case of bullying.

Diversity and Equality

(To include duties for Race, Gender and Disability)

The school will comply with the Equality Act 2010 and will operate in compliance with the North Lincolnshire Council Diversity Policy. At Lincoln Gardens we try to ensure that everyone is treated fairly. All children are given equal access to the school and its curriculum and all at Lincoln Gardens are considered equal in the learning partnership. When children have special needs we make arrangements to inform parents and design specific programmes.

Children with disabilities must be able to take a full and active part in every lesson and every measure must be taken to ensure this.

Monitoring and review

This policy will be reviewed as part of the schools rolling programme by the staff to evaluate its effectiveness. The Headteacher will report the result of the evaluation to the governing body and recommend any policy changes as and when they become necessary.

Reviewed and updated by Craig Jackson January 2017