

Anti-Bullying Policy

Loatlands Primary School

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Author (name & job title):		Alison Willis (Headteacher)	
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Introduction

Everyone has the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress and affect well-being, behaviour and development.

At Loatlands Primary School, we are committed to providing a caring, friendly and safe environment for all so they can learn in a relaxed and secure atmosphere free from oppression and abuse.

Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and **will not be tolerated**. Everyone should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. We are a TELLING school. This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

What is Bullying?

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008) Bullying, unlike other aggressive behaviour, usually has three common features:

- It is repeated by the same person or persons
- It is deliberate, hurtful behaviour
- It has an imbalance of power meaning one person can feel defenceless

Bullying usually takes one of four forms:

- Indirect / Emotional: Being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical: Pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal: Name-calling, teasing, threats, sarcasm
- Cyber: All areas of internet misuse, such as nasty and / or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera and video facilities

Bullying is usually directed at someone perceived to be 'different'. This may be because of racial origin, ethnic group, gender/trans-gender group, sexual orientation, physical difference or disability.

Displaying any of the following behaviours may indicate that a child is being bullied:

- being frightened of walking to or from school
- changing (child's) usual routine
- begging to be driven to school
- not wanting to come to school
- becoming anxious and withdrawn
- sudden bed wetting
- attempted or threatened suicide
- crying at night / nightmares
- feeling ill in the morning
- truanting
- beginning to do less well at school
- coming home with property such as clothes / books damaged or missing
- having possessions go missing
- asking for or stealing money
- continually losing pocket money
- unexplained cuts and bruises
- coming home hungry (lunch going missing)
- becoming withdrawn / lacking in confidence
- becoming aggressive and unreasonable
- bullying other children or siblings
- giving improbable excuses to any of the above

Prevention and Early Intervention

Loatlands Primary School is a caring school with a shared positive ethos. Everyone in our school community is encouraged to look after themselves and each other. To prevent incidents of bullying we:

- positively teach RE, PSHE, values and Citizenship programmes to all classes including promotion of self-worth; friending and feelings; dealing with and reporting bullies;
- devise sets of classroom rules to promote positive social behaviour;
- supervise pupils at all times;
- have named persons responsible for Child Protection and Safeguarding;
- **educate** children regularly that all forms of bullying are unacceptable and will not be tolerated;
- provide opportunities for open discussion without fear of ridicule or retribution;
- reassure everyone that all in school will listen to them and take their concerns seriously;
- keep all staff well informed of behavioural policies, particularly new members of staff and temporary / supply teachers.

Procedures and Outcomes when bullying occurs

It is the responsibility of all staff and all children to report bullying. We deal with incidents by:

- reporting all incidents of bullying or disclosures of bullying behaviour to a member of the Phase Leader
- Phase Leader's will seek support or refer to the Senior Leadership Team where appropriate
- keeping an incident log on CPoms in which all unacceptable behaviours are recorded and then followed up
- talking to the child experiencing the bullying with understanding and belief to ascertain details of incidents
- talking to the child/ren perpetrating the bullying and obtaining witnesses wherever possible
- supporting mediation between the children involved
- making it clear that bullying will not be tolerated at Loatlands Primary School
- talking to the children together (if the child experiencing the bullying feels comfortable) to check through the facts and talk about changes that need to take place and how this can happen
- informing parents of what has happened through a meeting with a senior member of staff
- implementing a monitoring / follow up system to ensure that the situation is resolved
 - covering bullying in class through PSHE
- adhering to sanctions outlined in the Behaviour Policy
- working with parents to tackle the root of the issue
- offering support and buddies to any children needing support
- a form of formal resolution taking place to support restorative processes e.g. a formal apology
- isolation of the child/ren perpetrating the bullying in school if necessary and fixed or part-time exclusions considered

Bullying in staff

If a member of staff feels they are being bullied they should:

- Raise the issue with their line manager in the first instance either face to face or via email
- If their line manager is the individual perpetrating the bullying behaviour they should speak to the Headteacher.
- If the issue involves the Headteacher, then the staff member should speak to the Chair of Governors
- speak to their union representative if they wish
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- attend a conflict resolution meeting to address the issues following the advice of Human Resources

Monitoring

Bullying is the responsibility of all in school and should be tackled whenever it occurs. The DSL has responsibility for monitoring, analysing records and acting upon issues of bullying on a day to day basis. Staff will be kept informed of issues and patterns of incidence and their relevance.

Responsibilities

Governors are responsible for monitoring incidents of bullying that occur and reviewing the effectiveness of this policy, ensuring that staff are accountable to them for reporting and dealing with bullying issues. Governors will respond within ten days to any request for an investigation into an incident of bullying, from parents, pupils or staff. In all cases, the governing body will notify the Assistant Headteacher and ask her to conduct an investigation into the case and report back to a representative of the governing body.

The DSL is responsible for ensuring the implementation of this policy and for ensuring that procedures outlined are followed. All adults within the school community will ensure that all children know that bullying is wrong, and that it is unacceptable at Loatlands Primary School. The DSL will ensure that all staff receive sufficient training to be equipped to deal with incidents of bullying. They will set the school climate of mutual support and praise for success, so making bullying less likely.

Staff are responsible for the well-being of pupils in their care and for following up incidents of bullying as outlined in this policy. Staff will support all children in their care, establishing 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.

Children and parents are responsible for reporting incidents of bullying to staff immediately. Ours is a 'telling' school. Children need not feel in fear of recrimination should they tell.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child(ren) to be positive members of the school. We ask that parents help their children to understand the difference between a petty argument and bullying.