



Lidget Green Primary School

Anti-Bullying Policy

Approved by the governing body on: 18th June 2016

To be reviewed on: June 2018

Signed on behalf of the governing body: 

NB. This guidance will be retained for a period of 7 years from replacement.

Version / Dated: July 2014

Introduction

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn and work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. We are a **TELLING** school. If bullying does occur, anybody who knows that it is happening should be able to **tell – and has a responsibility to do so** – and know that incidents will be dealt with promptly and effectively.

Background

Bullying is the 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 misuse of any area of the internet, such as comments or images on social media, e-mail & internet chat rooms**
- **Mobile threats by text messaging or calls and misuse of associated technology, i.e. camera and 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. Anyone who is bullying needs to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

Aims

- **Develop in children a sense of self-discipline and an acceptance of responsibility for their own actions.**
- **Create conditions for an orderly community in which effective learning can take place and in which there is mutual respect between all members.**
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils, parents and staff should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Bullying will not be tolerated.
- Pupils, parents and staff should be assured that they will be supported when bullying is reported.

Signs that might indicate a child is being bullied

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
- **Asks** to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with torn clothes or damaged books
- Has possessions which are damaged or go "missing"
- Asks for money or starts stealing money
- 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 is wrong
- Gives improbable excuses for any of the above
- **Is afraid to use the internet or telephone**
- **Is unhappy after using the internet or telephone**
- **Is nervous or jumpy when receiving e-mails**

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

Procedures

If a child or parent reports bullying incidents to a member of staff or an anti-bullying ambassador:

1. Staff members will pass on details of any incident to a member of the Safeguarding team. Anti-bullying ambassadors will report any bullying incidents they become aware of to an adult anti-bullying ambassador: Mr Hirst, Mrs Dowsett or Miss Bearder.
2. The bullying behaviour or threats of bullying will be investigated thoroughly and the bullying stopped quickly.
3. In cases of proven bullying, the incidents will be recorded by staff **on CPOMS**.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
5. If necessary and appropriate, police will be consulted
6. An attempt will be made to help the bully (bullies) change their behaviour.
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All serious incidents of bullying must be recorded on CPOMS by the adult who deals with it.

Outcomes

1. In the first instances the school's behaviour policy will be followed.
2. The bully (bullies) will be asked to genuinely apologise.
3. The adult may draw up a set of rules for interactions between the children involved
4. The bully (bullies) sign a behaviour contract
5. In serious cases, suspension or even exclusion will be considered.
6. After the incident / incidents have been investigated and dealt with, each case will be monitored **by the anti-bullying ambassadors and anti-bullying ambassadors staff** to ensure repeated bullying does not take place.

Prevention

- It is the school's policy to work together with pupils and parents to prevent bullying as far as possible. This will include:
- Having a zero tolerance attitude to bullying in our school
- Being open about bullying and discussing with the children why it matters
- Providing opportunities for children to talk about bullying in a caring and secure atmosphere
- Provide opportunities for reading stories, discussion and role play activities during assembly and class assemblies
- Provide opportunities for whole school projects i.e. during anti-bullying week

Anti-bullying Ambassadors

In our school children are carefully selected (via application and interview process) from upper KS2 to act as Anti-Bullying Ambassadors. The children are trained to look out for signs of bullying in the playground at lunch times and to take appropriate action. This may be to talk to the children and solve any differences using our 'peaceful problem' tool or to report repeated behaviour to an adult Anti-Bullying Ambassador: Mr Hirst, Mrs Dowsett or Miss Bearder. The children and these staff meet on a regular basis to discuss any issues or concerns they have.

National Anti-Bullying Initiatives

The school supports and takes part in National Anti-Bullying Week, where the children cover objectives relating to the relationships aspect of the PSHE Spiral Curriculum. This supports other local and national initiatives. Work done during Anti-Bullying Week is displayed and shared to consolidate children's commitment to preventing bullying in school.

Adults being bullied

If an adult feels they are being bullied, they should tell another, trusted, adult and keep a record of the bullying behaviour. With the support of the trusted adult, this should then be referred to a member of the Senior Leadership team or the Chair of Governors. Alternatively, Bradford Council advise that adults can seek help and advice from The Samaritans, Mind or Befrienders International.

This policy is based on advice from www.bradford.gov.uk