



Lidget Green Primary School

Anti-Bullying Policy

Approved by the governing body on: December 2020

Reviewed on: March 2023

To be reviewed on: March 2025

Signed by the Chair of Governors:

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

Version 4 / Dated: October 2020

Lidget Green Primary School

Anti-Bullying Policy

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 any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and results in worry, fear, pain and distress to the victim.

Friends falling out is not bullying, but adults in school will mediate with groups of friends to help them find positive ways to build their friendships.

Bullying can be:

Bullying can take different forms. It could include:

- physical bullying: hitting, slapping, punching or pushing someone, including repeated “accidental” contact
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs, body language intended to humiliate
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulating someone
- making silent, hoax or abusive calls
- sexual: unwanted physical contact, requesting or sending sexual comments or images

Online bullying or Cyber-bullying is when any of these behaviours take place online. It can take place via social media, online gaming, text messages, chat rooms or any other online communications

Bullying based on people’s race, religion, gender or sexual orientation, or bullying someone because they have a disability is illegal under the Equality Act 2010 and must be dealt with swiftly. Some forms of sexual bullying are illegal will be dealt with accordingly.

Encouraging someone else to act in any of the above ways or giving them support to do so is also bullying.

Why is it Important to Respond to Bullying?

Everyone in the school has a responsibility to respond promptly and effectively to issues of bullying and to work together to stop bullying.

Bullying hurts people and no one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Anyone who is bullying must be helped to learn different ways of behaving.

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 there is mutual respect between all members so that effective learning can take place
- 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. Pupils, parents and staff should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

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 worried about walking to or from school
- Changes their usual routine
- Is unwilling to go to school or feels ill in the morning
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Has difficulty in sleeping
- 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; often "loses" money
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Starts using bad or sexual language
- Becomes overly concerned and negative about their appearance
- Is afraid to use the internet or telephone
- Is nervous or jumpy when receiving e-mails
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

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

Procedures

1. Bullying incidents can be reported to any adult in school
2. If the bullying has been reported by a third party, they must be reassured they have done the right thing and that the bullying will be dealt with. They should also be offered support from the inclusion team
3. The adult must make sure the victim(s) feels safe and knows the situation is being dealt with
4. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying, reinforcing to the bully that their behaviour is unacceptable
5. Serious bullying will be referred to a member of the Senior Leadership Team and the incidents recorded on CPOMS to inform the Safeguarding team
6. Parents of the children involved should be informed about serious incidents of bullying, without giving the names of other children. They should be invited to separate meetings to discuss the bullying
7. If parents have reported the bullying, they should be kept informed about the process, but should not be given the names of the other children involved
8. Where bullying, including cyber-bullying, has taken place outside school but involves pupils from the school we will deal with it as far as possible, in consultation with parents.
9. If necessary and appropriate, police will be consulted
10. The bully (bullies) may be asked to genuinely apologise. If possible, the pupils will be reconciled
11. Other consequences may take place and appropriate sanctions applied, in accordance with the behaviour policy. In serious cases, the Head teacher may consider suspension or even exclusion
12. The child being bullied will be supported by a learning mentor
13. A learning mentor will also work to help the bully or bullies change their behaviour
14. After the incident has been investigated and dealt with, each case will be monitored by the class teacher and the Inclusion team to ensure repeated bullying does not take place

All serious incidents of bullying must be recorded on CPOMS by the adult who deals with it.

Prevention

It is the school's policy to work together with pupils and parents to prevent bullying as far as possible. This will include:

- Being open about bullying and discussing with the children why it matters
- Having a zero-tolerance attitude to bullying in our school
- Providing opportunities for children to talk about bullying in a caring and secure atmosphere
- Ensuring that children know they can report bullying to any adult and it will be dealt with
- Provide opportunities for reading stories, discussion and role play activities during assembly and class assemblies
- Provide opportunities for whole school projects e.g. during anti-bullying week

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 in school 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, if appropriate, the Chair of Governors.

The school's whistleblowing policy is displayed in the staffroom and is shared with all new employees as part of the staff induction process.

Alternatively, Bradford Council advise that adults can seek help and advice from The Samaritans, Mind or Befrienders International.