

# LANGTOFT PRIMARY SCHOOL

## Anti-bullying Policy

### 1 Introduction

- 1.1 Every school must have measures in place to prevent all forms of bullying.
- 1.2 Schools which excel at tackling bullying have created 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.
- 1.3 There is no legal definition of bullying.
- 1.4 The Department for Education defines bullying as:
- repeated
  - intended to hurt someone either physically or emotionally
  - often aimed at certain groups, eg because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
  - teasing
  - making threats
  - name calling
  - cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)
- 1.5 The School Council of 2015/16 agreed: Bullying is the repeated physical or verbal harm to another person. It is not just a squabble or a fall-out.
- The School Council understands that bullying includes cyberbullying.
- 1.6 The policy forms part of a group of policies relating to the safeguarding of children.

### 2 Aims and objectives

- 2.1 Langtoft Primary School has established an ethos in which bullying is regarded as unacceptable.
- 2.2 A duty of care exists to ensure a safe and secure environment where all can learn without anxiety. Members of the school community, especially pupils, are actively encouraged to report any incidents of bullying.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur where all those connected with the school are aware of their role with regard to the prevention or reporting of bullying.

### 3 Roles and Responsibilities

#### The role of the governing body

- 3.1 The governing body takes seriously any reported incidents of bullying and supports the Headteacher in all attempts to eliminate bullying.

- 3.2** The governing body monitors the incidents of reported bullying that occur. The governors require the Headteacher to keep accurate records of all incidents of bullying (and the monitoring by the Headteacher of distressed pupils) and to report to the governing body on request about the effectiveness of school anti-bullying practices.
- 3.3** The governing body responds within ten days to any request from a parent/carer to investigate reported incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

#### **The role of the Headteacher and senior staff**

- 3.4** It is the role of the Headteacher and senior staff to implement the school's *Anti-bullying Policy* and is supported by the governing body in so doing.
- 3.5** The Headteacher ensures that all staff, parents/carers, volunteers and pupils are aware of the school policy on anti-bullying and know how to deal with incidents of bullying.
- 3.6** The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws this to the attention of children regularly, for example, during assemblies and visits to classrooms.
- 3.7** The Headteacher/senior staff will inform parents/carers when their child has been a victim of bullying and/or when their child has been the perpetrator of bullying. Suitable punishments/actions will be determined in line with the *Behaviour and Rewards Policy*. Disciplinary measures must be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking in to account the needs of vulnerable pupils.

#### **The role of teaching staff and support staff**

- 3.8** Staff take all forms of bullying seriously, and intervene to prevent incidents from taking place. Support staff report incidents to class teachers who keep records of all incidents that happen. These, in turn, are reported to the Headteacher.
- 3.9** When an act of bullying is reported, staff do all they can to support the child who is being bullied. They may also spend time talking to the child who has bullied: explain why the action was wrong, and endeavour to help the child change their behaviour in future. It is also important to consider the motivations behind bullying behaviour and whether it reveals and concerns for the safety of the perpetrator.

#### **The role of parents/carers and pupils**

- 3.10** Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- 3.11** Parents/carers 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.
- 3.12** Pupils who believe they are being bullied should talk to any one of the following; their parent/carer, their class teacher, nominated adult or Headteacher.

## **4 Policy into Practice**

- 4.1** The school takes part in awareness-raising activities such as *Anti-bullying Week*. PSHE plans include sessions on bullying and what to do if there is bullying in the school. The School Council reviews the definition of bullying annually.
- 4.2** Parents/carers and pupils should know that the school has an anti-bullying policy and is committed to eliminating all cases. A copy of the policy is made available to parents/carers on the school's website and as a paper copy on request. It is displayed in the Staff Room and can be found on the school's G:drive in [POLICIES].
- 4.3** The school has access to a host of charities and documents that provide guidance and support on what to do when there is an incident of bullying in the school. These can be found on the G;drive/STAFF ONLY in a folder entitled BULLYING.
- 4.4** Some forms of bullying are illegal and should be reported to the police. These include:
- violence or assault
  - theft
  - repeated harassment or intimidation, for example, name calling, threats and abusive phone calls, emails or text messages
  - hate crimes

## **5. Monitoring and review**

- 5.1** The effectiveness of the *Anti-bullying Policy* is monitored and reviewed by the governing body through;
- requiring the Headteacher to report to governors on the effectiveness of the policy
  - taking into serious consideration any complaints or issues raised regarding bullying from parents/carers, staff or pupils
  - monitoring other policies relating to safeguarding
- 5.2** The policy will be reviewed in November 2016 by the *Well-being and Provision Committee* or earlier, as advised.