

LANGTOFT PRIMARY SCHOOL

Anti-bullying Policy

Article 19 (Protection) You have the right to be protected from being hurt and mistreated, in body or mind.

1. Introduction

- 1.1 The Department for Education website (<https://www.gov.uk/bullying-at-school>) states: 'By law, all state (not private) schools must have a behaviour policy in place that includes measures to prevent all forms of bullying among pupils. This policy is decided by the school. All teachers, pupils and parents must be told what it is.'
- 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 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.'
- 1.5 The School Council of 2018/19 spoke with pupils in Y2 to Y6 and 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.

The School Council agreed that it is sometimes difficult for us (the school community) to know the difference between bullying and 'banter'; however, if an individual is upset by someone else's action, we should help to sort it out **whether we label it as bullying or not.**

The School Council recognises that some bullying is hard to see because it is being carried out quietly or away from the sight of others. This makes it all the more important for every child to know that they should tell an adult they trust if they think they or someone else is being bullied.

- 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 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 who perceive they are being bullied) 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 all 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*.

The school will deal with bullying in different ways depending on how serious the bullying is. 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.

- 3.8 Head teachers have the legal power to make sure pupils behave outside of school premises (state schools only).

- 3.9 If the incident of bullying involves a crime the headteacher will inform the police.

The role of teaching staff and support staff

- 3.10 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.
- 3.11 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 any concerns for the safety of the perpetrator.
- 3.12 Class teachers should deliver regular sessions on how to stay safe online and what to do if you (the child) believes they are being bullied online or know of someone else who is.

The role of parents/carers and pupils

- 3.13 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. This is so that the class teacher can investigate in the first instance. Parents/carers should not accost a child/children in an attempt to deal with the issue. They should not confront another parent on the school site: emotions may be running high and it is not appropriate for children to see adults becoming upset or angry with each other.
- 3.14 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. Parents/carers should be responsible for the content of online material that their child produces and/or shares. They should know what sites and apps their child accesses and which are age-appropriate.
- 3.15 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 takes part in the annual, national Anti-bullying Week in November.
- 4.2 The School Council reviews the definition of bullying annually.
- 4.3 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.

4.4 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. The following websites provided guidance for teachers and families:

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#)
- [The Diana Award](#)
- [Internet Matters](#)
- [Kidscape](#)
- [The UK Safer Internet Centre](#)
- [UK Council for Child Internet Safety \(UKCCIS\)](#)

4.5 Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- hate crimes
- repeated harassment or intimidation, for example, name calling, threats and abusive phone calls, emails or text messages
- theft

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 2019 by the School Council and the *Well-being and Provision Committee* or earlier, as advised.