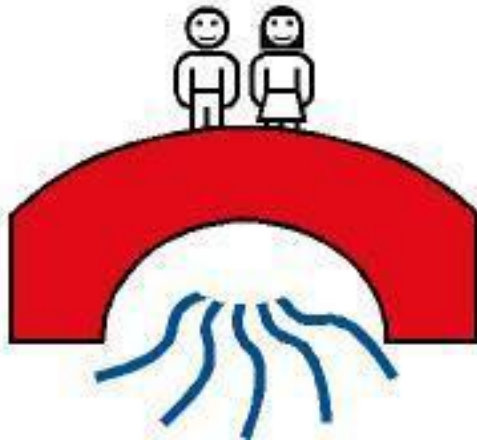


Loddon Primary School



Anti Bullying Policy

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Committee responsible: Curriculum Committee

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Authorised on 16/3/16

_____ (signature) Sarah Phillips Headteacher

_____ (signature) John Brady Committee Chair

Introduction

This document sets out the School's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the child who is bullied and the child who is carrying out the bullying and embodies support and management strategies that are pragmatic and non-oppressive.

Principles

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is no justification for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation or ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the child who is bullied and the child showing bullying behaviour and should be addressed in positive and constructive ways which provides opportunities for growth and development for all involved.

Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with children who are bullied or show bullying behaviour.

It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.

Information about Loddon Primary School's policy and procedures will be readily available in "user-friendly" form to children and their parents/carers through our Family Guide to Anti-Bullying (Appendix 1 and the School website.)

Aims

To fulfil Loddon Primary School's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.

To clarify Loddon Primary School's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers the School's approach towards bullying behaviour.

To promote behaviour and a school ethos in which each pupil is safe and able to realise their full potential.

To address any bullying through the implementation of our whole-school policy and procedures

To reassure parents and carers that Loddon Primary School takes their children's welfare seriously and that they are being educated in a safe and secure environment.

Objectives

To develop and implement an anti-bullying policy and procedures based on a consistently implemented whole school approach.

To be proactive in Anti-bullying education.

To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.

To educate children who show bullying behaviour -that their behaviour is unacceptable and to reassure others that action will be taken to keep them safe.

To accurately record all incidents of bullying and to monitor the effectiveness of anti-bullying strategies.

To address with bullies their behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

Definition

Any interaction between an individual or group of people with a more powerful individual or group which is **perceived** or **intended** to cause hurt, pain, suffering, humiliation or degradation.

The Behaviour is repeated or has the potential to be repeated over time.

Bullying behaviour may be direct or indirect. Direct forms include verbal assaults and taunts; physical violence and threats; on-line cyber bullying; unwanted sexual interest or contact. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti.

Loddon Primary School takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve racist*, sexist, disablist or homophobic elements.

In such cases, these issues will be specifically addressed with the child showing bullying behaviour and his/her parents/carers where appropriate.

*Incidents of bullying with racist content or motivation will be recorded in line with the "Guidelines and Procedures for Dealing with Racist Incidents".

Scope

This Policy applies only to incidents of bullying which take place on school premises. Loddon Primary School is not **legally** responsible for bullying which takes place elsewhere.

However, the School has an enduring interest in the welfare and conduct of its pupils and will respond supportively to any information it receives about bullying outside School, thus:

If it emerges that if a pupil is responsible for bullying other children outside School, then this matter will be investigated and (if appropriate) the child's parents informed.

If a child is found to have been bullied outside School, then help and support may be offered and advice given on how to avoid further incidents in future. The child's parents will be informed.

If there are more general concerns about children's safety outside School, then appropriate agencies such as the community wardens or the local police will be contacted and their help sought in resolving these concerns.

If information is received that a child is being bullied by a sibling outside School, this will be discussed with the parents.

If children are being bullied by pupils of another school that school will be informed.

Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the School's policy consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition, the issue of bullying will be raised with pupils at a number of levels, including:

- At whole-school level - through assemblies when children will be informed that bullying is unacceptable and the actions that will be taken to prevent bullying taking place.
- At classroom level - during circle times, projects, theme weeks and PHSE and Values education lessons.
- At individual level - children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.
- Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control to prevent further incidents.
- Loddon Primary School recognises that there are particular times when children may be more vulnerable to bullying - lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times, there is adequate supervision available to reduce the risk of bullying incidents.
- Also, there are locations about the school in which incidents of bullying are more likely to occur and again, arrangements will be made to ensure that these are properly supervised or pupils will be forbidden access to these areas.
- There is an expectation that children will talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances, staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
- Parent/carers who believe their children are being bullied should share their concerns with School at the earliest opportunity and be prepared to work with School to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- Similarly, if parent/carers believe their child is bullying others, this information should be shared with School so that the problem can be addressed and a plan agreed to prevent further incidents and the child helped to change his/her behaviour.

All of these preventative strategies operate within a Values Based School ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour.

(See also our Safeguarding policy).

Parental Involvement

Loddon Primary School is firmly committed to working in partnership with parent/carers and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying behaviour occurs.

Loddon Primary School recognises the important influence which parents/carers have on their children and would wish, to enlist their support when their child is involved in bullying..

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents the School will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by School staff and parents informed.

Implementation

Loddon Primary School is committed to creating a bully-free environment and will ensure that its policy is applied rigorously. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall with the School's definition of bullying and ensure that the victim receives what support is required; the child is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All children are made aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Post Incident Responses - for the child who has been bullied

When a member of staff receives information, either directly or indirectly, that a child may have been the bullied, this report will be taken seriously and investigated.

Loddon Primary School will offer a proactive, sympathetic and supportive response to children who are bullied. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully

- strategies to prevent further incidents
- sympathy and empathy
- counselling
- assertiveness training
- extra supervision/monitoring
- peer mediation/peer mentoring
- informing/involving parents
- adult mediation between the children involved (provided this does not increase any child's vulnerability)
- arrangements to review progress

Post Incident Responses – for the child who showed bullying behaviour

Loddon Primary School takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable children to behave in an acceptable way. Loddon Primary School may apply sanctions such as loss of break time in demonstrating to that bullying behaviour is unacceptable and in promoting change.

Loddon Primary School will respond to incidents of bullying behaviour in a proportionate way - the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary, they will be applied consistently and fairly. The following options will be considered:

- positive reinforcement of appropriate behaviour in order to promote change and bring unacceptable behaviour under control
- immediate action to stop an incident of bullying in progress
- engagement with the child to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- loss of lunch/breaktime privileges
- removal from class/group
- withholding participation in sports or out of school activity (if not essential part of curriculum)
- parent/carers informed
- 'no-blame' small group interventions, usually by the class teacher
- counselling/instruction in alternative ways of behaving

- adult mediation between the children (provided this is safe for the children)

Sanctions - the most serious bullying

Where usual support and sanctions have not resulted in bullying behaviour ceasing or where the seriousness of a bullying incident dictates the most serious of consequences Loddon Primary School will act accordingly.

- Pastoral Support Plans and/or Multi-agency involvement will be put in place.
- Fixed periods of exclusion will be issued.
- Permanent exclusion (in extreme cases which may involve violence) will be considered.

Monitoring and Evaluating

Each incident of bullying falling within the school definition will be recorded. Any incidents with a racist, sexist, disabilist or homophobic element will be identified.

An annual pupil survey will be carried out to collect feedback from pupils on current trends in bullying behaviour within the school. Individuals who indicate that they are currently being bullied will be spoken to by teaching staff and appropriate action in line with this policy will be taken to resolve any problems.

An annual report will be made to the Governing Body indicating the extent of the problem and any trends which may emerge.

Senior staff and Governors will evaluate the effectiveness of the Policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

Appendix

A Family Guide to Anti-Bullying at Loddon Primary School

Introduction

At Loddon Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable in our school.

Bullying hurts. No-one deserves to be bullied. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Loddon Primary School, we acknowledge that bullying does happen from time to time - indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to TELL and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

What is Bullying?

The children were asked this question and we have agreed that bullying is:

- Any deliberate, hurtful, upsetting, threatening behaviour towards others.
- It is repeated over time or likely to happen again.
- It is difficult for the bullied child to defend themselves.
- It is mean and makes people feel sad.

Bullying can be

Emotional, verbal, physical, racist, sexual, homophobic or online (cyber bullying)

The children talk about these forms of bullying in school in an age appropriate way. We ask that families support our work and talk with their children as appropriate about what bullying could be using this guide to help.

Bullying is not

The odd occasion of falling out with friends, arguments or not getting my own way. It is bullying if it is done intentionally Several Times On Purpose (STOP).

Children sometimes fall out or say things because they are upset. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or not getting their own way in a game sometimes.

What we do to try and STOP Bullying from happening

- ❖ Class and whole school discussion or assemblies on Anti-Bullying
- ❖ Family and child surveys to monitor the effectiveness of our Anti-Bullying Policy
- ❖ Information events for Parents about Anti-Bullying
- ❖ PSHE work from Foundation to Year 6

- ❖ Training Y5 and 6 Peer Mediators to help and support individual friendship difficulties
- ❖ Encouraging the whole school community to model appropriate behaviour towards one another as members of our 'values' school
- ❖ Organising Anti-Bullying training for staff

What can children do if they are being bullied?

- Tell someone they can trust - it can be a member of school staff, a parent, a friend, or other person of trust.
- If you are worried about talking about it then you can leave a note in the 'Worry box' on the Learning Platform.
- If you tell someone out of school ask them to let school know on your behalf.
- Speak to a peer mediator.
- Keep a diary of what's happening so you can refer to it when you tell someone.
- Don't blame yourself for what is happening.
- Call a helpline

What should you do if you see someone else being bullied?

We expect the children at Loddon Primary School to care for each other and to keep each other safe. Ignoring bullying is unfair to the other child and prevents us from working to stop bullying in our school. You should TELL someone if you see bullying in school.

What happens if you tell someone about Bullying?

Staff are expected to respond calmly and consistently to allegations and incidents of bullying at Loddon Primary School. When someone tells a member of staff they are bullied we will:

- Take it seriously
- Make sure you are safe
- Listen
- Try to find out more information about what has happened by talking to the other children and adults who were around at the time
- Give reassurance
- Tell parents
- Support you

If we find that you have been bullied we will:

- Deal with it immediately
- Work with the child showing bullying behaviour
- Listen
- Adopt a problem solving approach
- Tell parents and ask for their support
- Continue to work with the child showing bullying behavior ... for as long as it takes
- Reinforce the message that bullying behaviour is unacceptable
- Apply sanctions as appropriate

Who deals with Bullying at Loddon Primary School?

Bullying is usually dealt with by the **class teacher**. If a child tells another member of staff they will reassure the child and make sure they are safe before informing the class teacher as soon as possible. Class teachers will ask for the support of senior staff in dealing with bullying as required. All incidents of bullying will be recorded by the teacher on the school 'Bullying Alert Form' and then kept in the pupil's file. Incidents will be shared with other teaching staff, support staff and lunch staff if this is felt appropriate to support in monitoring behaviour. Bullying is reported to the Governors by the Headteacher once a term.

Sanctions

The children of Loddon Primary School have also discussed sanctions for bullying and recognised the following sanctions as those used at our school:

- They get told off
- They miss break time or lunch time
- They are asked to write a 'sorry letter'
- They are banned from sport
- Their parents are told
- They are sent to the Head teacher
- They will get time out
- They can be excluded from school

Other sanctions included within our 'School Behaviour Policy' may also apply as appropriate. The more serious the bullying the more serious the sanction used.

Thank you for reading this guide and for supporting in us in our Anti-Bullying work at Loddon Primary School. If you have any further questions please contact your child's class teacher or the school office for further information.