

# Lanesfield Primary School



## Anti-Bullying Policy 2020

Reviewed by Miss CC May 2020  
Review Date May 2023

## Definition of Bullying:

### NSPCC define bullying in the following way:

**Bullying** is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

### Kidscape define bullying in the following way:

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms:

**Verbal:** Name calling, persistent teasing, mocking, taunting and threats.

**Physical:** Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.

**Emotional:** Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

**Cyber:** Cyber bullying is the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

### But Kidscape also clearly define - What is NOT bullying

**One-off incidents:** Bullying is persistent and repetitive, and generally fits a pattern of behaviour. However, there will be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that deters someone from engaging in discussions or social events.

**Mutual conflict:** A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

Lanesfield recognise that as part of child development and key to growing up pupils need to learn what is acceptable and will at times make the wrong choice. However, repeated incidents of this type of behaviour will not be accepted and through the use of the school's behaviour policy and following the principles of behaviour as set out by the Governing board, bullying behaviour will not be accepted and will always be addressed as this can leave someone feeling one or more of the following:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for themselves

When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this **is** bullying.

If someone is made to feel like this, or if they think someone they know feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage

to tell. However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying.

Bullying is any behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident except in extreme cases as outlined by Kidscape.
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. texts, e-mails, picture/video clip bullying, Instant Messaging (IM)

Where individuals or groups bully different people, this will be seen as a pattern of bullying behaviour and treated as such.

Lanesfield Primary School recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

### **Identifying And Reporting Concerns About Bullying**

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.

There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff are alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by:

- talking to a member of staff of their choice
- talking to an adult at home to express their concerns
- talking to a prefect or peer mentor if they feel they can
- using the worry box on school website to report directly to the Head Teacher

Staff who are being bullied will be encouraged to report it to a colleague of their choice, but action for staff is outlined in the Anti-bullying/harassment policy which is part of the Discrimination and Harassment procedure produced as part of the LEA Grey Book policies.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it, not to take matters in their own hands and discuss issues that have happened in school with other parents outside of school. Trying to resolve bullying directly with pupils or their families can lead to problems escalating. Mrs Rollinson requests any concerns are highlighted to her as soon as possible she will always investigate matters thoroughly.

## **Responding To Reports About Bullying**

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it
- A clear account of the concern will be recorded and given to the Head Teacher
- The Head Teacher will speak with everyone involved and create a record of concerns.
- A plan of support will be prepared and shared with all concerned
- Where bullying occurs outside school, any other relevant schools or agencies (e.g. youth clubs, transport providers) will be informed about the concerns and any actions taken or advice will be given to parents to contact the police and the multi-agency support base
- Consequence measures will be used as appropriate and in consultation with all parties involved

**Pupils** who have been bullied or have bullied will be supported by:

- discovering why the pupil became involved
- an immediate opportunity to discuss the experience with a member of staff of their choice
- provided with a support plan to identify ways the bullying will be addressed which will include work to restore self-esteem and confidence and the use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate
- informing parents to help support pupil through all aspects with a view to change in behaviour

For pupils who have been identified as taking part in bullying behaviour the following disciplinary steps can be taken:

- official warnings to cease offending
- exclusion from certain areas of school site
- Fixed-term exclusion
- Permanent exclusion

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.

## **Preventative measures**

The school will:

- raise awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies, informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- participate in national and local initiatives such as Anti-bullying Week and seek to develop links with the wider community that will support inclusive anti-bullying
- Empower children through the use of specific strategies based on the principles outlined in habits of the Mind ensuring pupils have a clear voice.
  - for example, through peer mentoring, school council, sports leaders, prefects and ambassadors

## **Monitoring, Evaluation And Review**

Mrs Rollinson will lead on the implementation of this policy and act as the link person with the local authority if necessary, but all staff at Lanesfield take responsibility for its implementation.

- In the Head Teacher's report to Governors behaviour incidents are fully reported.
- During the Curriculum & Standards Committee meetings termly reports regarding red card incidents, causes for concern and prevention for exclusion meetings are reported.

Policy prepared and reviewed by Mrs Rollinson

Non-statutory policy delegated to Head Teacher shared with governors at Curriculum and standards meetings Summer 2017