

*Lady Katherine Leveson  
Church of England  
Primary School*



<i>Policy for:</i>	<i>Anti-Bullying</i>
<i>Responsibility :</i>	<i>All staff and Governing Body</i>
<i>Developed:</i>	<i>Autumn 2006, then reviewed Autumn 08</i>
<i>Evaluation:</i>	<i>Annually (each Autumn Term)</i>

## *Policy for Anti-Bullying*

***Bullying is deliberate and ongoing aggression towards a particular child or group of children; this aggression can be expressed in a physical or verbal manner.***

Lady Katherine Leveson C of E Primary School believes that its pupils and staff have the right to learn, play and teach in a supportive and caring environment. Through firm and fair discipline, as well as empowerment of children through circle time and SEAL, as well as good organisational procedures at school and class level, we seek to minimise the occurrence of bullying. Lady Katherine Leveson C of E Primary School strives to promote good citizenship and an environment where bullying is not tolerated. Children need to be taught the skills to avoid bullying situations, such as empathy and assertiveness.

### *Executive Summary*

#### *Purpose*

- ❑ To seek to eliminate bullying for children showing bullying behaviour and those being affected by bullying, as well as their respective families
- ❑ To provide a safe and secure learning environment

#### *Rationale*

- ❑ To highlight the issues that may lead to bullying
- ❑ To provide support for all children and their families
- ❑ To maintain an effective learning environment
- ❑ To enable teachers to teach and children to learn

#### *Key Principles*

An effective and well communicated policy and resultant practices will minimise the incidence of bullying. Where it does happen, it will be effectively dealt with.

#### *Actions*

- ❑ Take all bullying problems seriously
- ❑ Investigate all incidents thoroughly
- ❑ Ensure that the child showing the bullying behaviour and the child affected by that behaviour are supported and dealt with in line with the agreed policy
- ❑ Children are helped by an adult to sort out problems
- ❑ Ensure action is taken to prevent further incidents

*Approved January 09*

*Related documents:*

*Discipline for learning policy*

*Teaching for Learning policy*

*PSHE Policy*

## **Confidentiality**

- That children and adults including staff, parents, visitors, governors and external agencies understand confidentiality and work to establish a safe learning environment when confidentiality is identified.
- Children know who they can talk to in school and are made aware of what confidentiality means ie unconditional confidentiality cannot be promised. Children are made aware that certain information they share may not be able to be kept confidential, for example when a child's safety is deemed to be at risk. The child will always be consulted and asked for consent before any other person or agency is involved.
- Adults know to follow the confidentiality procedure flow chart guidelines when dealing with disclosures of personal information and seek advice from the DMS in any instances of concern, no matter how small. Staff must ensure that any visitors to school know that they need to follow the confidentiality cards kept in the entrance to school.
- Through the partnership agreement all external agencies know how to ensure a safe learning environment when confidentiality is identified. External agencies will be asked to share their own confidentiality practise with pupils.

## *Introduction*

This document is a statement of the aims, principles and strategies for Anti-Bullying at Lady Katherine Leveson C of E Primary School. LEA and National guidelines have been taken into consideration in the formulation of this policy.

It was developed in the Autumn Term 2006, through a process of consultation between staff, pupils, parents and Governors, then evaluated and reviewed in Autumn 08.

It was approved by the Governing Body on 24<sup>th</sup> March 2009 . The policy is reviewed annually. The views of parents and pupils are sought during the evaluation process.

## *What is Bullying?*

Bullying is deliberate and ongoing aggression towards a particular child or group of children: this aggression can be expressed in a physical or verbal manner. The bullying is an attempt to take control of others, and is often done by a child who has difficulty in making real friendships. Bullying affects everyone, not just those showing the bullying behaviour and the child who is affected by that behaviour. It also affects those other children and adults who witness the situation(s).

Bullying is not an inevitable part of school life or a necessary part of growing up and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil should have to accept this type of behaviour. Only when all issues of bullying are addressed will a child be best able to benefit from the opportunities at Lady Katherine Leveson C of E Primary School .

## *Why is an Anti-Bullying Policy necessary?*

This school believes that its pupils have the right to learn and play in a supportive, caring and safe environment.

We work to support pupils and staff in all activities provided by the school community.

All communities, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. At Lady Katherine Leveson C of E Primary School we also promote good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is WRONG and WILL NOT be tolerated.

*It is important, for us, therefore, that we have a clear written policy to promote this belief where pupils, parents / guardians and staff are aware that any bullying complaints will be dealt with firmly, fairly and promptly.*

## *Additionally we will:*

- take all bullying problems seriously, both of pupils and adults
- investigate all incidents thoroughly
- ensure that both victims and bullies are dealt with appropriately in line with this policy
- keep written records of incidents, actions, outcomes
- inform staff where a pupil is involved
- inform appropriate staff where a member of staff is involved
- ensure action is taken to prevent further incidents

### Actions include:

- sanctions - the child doing the bullying may miss break and or lunchtimes as appropriate, to consider and reflect upon their actions
- verbal and written apology from the child doing the bullying to the child being bullied and the family of the child to reassure that such an issue will not happen again
- inform parents of both the child doing the bullying and the child being bullied
- provide mentor support for both children

### *What is bullying?*

Bullying can occur through several types of anti-social behaviour. It can be :

- **Physical** - kicking, hitting, punching, poking, slapping, throwing objects, provocation, aggressive chasing
- **Verbal** - name calling which may be directed towards gender, ethnic origin, physical / social disability, personality, abuse; abusive talk/ language etc.
- **Emotional** - a child can be bullied simply by being excluded from discussions/activities with those they believe to be their friends (deliberately being ignored), threatening, lying about others, insidious secretive actions etc.

*Bullying is distinguished from other anti-social behaviour through its persistence. It is not just a one-off occurrence. Such situations are dealt with through Discipline for Learning Policy.*

We want any child who feels they are being bullied to TELL someone. Children are encouraged to;

- be proud of who they are
- be assertive - saying 'NO!'
- walk confidently away
- go straight to a member of the school staff
- tell any adult they trust straight away
- understand that staff will take them seriously and will deal with bullies in a way which will end the bullying and will not make things worse for them.

Lady Katherine Leveson C of E Primary School staff are committed to achieving our objective and will be vigilant in identifying possible cases of bullying. They will look for and consider pupils who :

- are 'loners'
- are reluctant to play outside at break / lunch times
- ask for 'jobs' regularly, especially at break times
- are quiet and withdrawn
- have poor attendance patterns
- appear nervous and edgy
- appear to have deteriorating classwork
- preoccupied / distant / off task
- regularly feeling ill / asking to be sent home.

Staff on playground duty have a responsibility to patrol the area and be vigilant. All pupils, particularly pupils who are known to staff, must be in sight at all times. Duty staff can determine these roles themselves once duty teams have been agreed at the beginning of each year.

Any child reporting any of the bullying behaviours described must be listened to and their class teachers told in order that key patterns can be established.

Children who suffer bullying actions must know that action is being taken against the bully and that we are supporting them and responding immediately.

We have an open approach to discussing concerns, which must help to reassure pupils that they are not alone.

Our provision for PSHE in school will be proactive in setting high standards for dealing with relationships and friendships. Guidance and support will be available for dealing with difficult situations appropriate to the age and maturity of the child/ren, also through our PSHE (SEAL) programme.

### *In support of parents' role...*

Bullying can be difficult to detect.

Look for unusual behaviour in your child/ren

- reluctance to attend school
- regularly 'feeling ill'
- not wanting to talk about school at all
- giving away a lot of toys or money
- not relaxed and happy
- appearing nervous and edgy
- deteriorating school work
- not eating or sleeping well
- pre-occupied or emotionally absent
- bed wetting after being dry for a long time

### *Which children are most likely to be bullied?*

#### *Look for ...*

- quiet, unassertive children
- particularly popular children, targeted through jealousy
- *loners* - or those with very few close friends
- those who are perceived as being different from other children
- those whose behaviour provokes bullying such as calling other children names
- those who have not learned to relate well to other children

#### *Some reasons for children bullying others*

- the child who has difficulty making friends may try to win approval by bullying

- the child who is bullying may be reacting to ways in which they are treated at home (for instance, if a child is treated in a very severe and aggressive manner by their parents, they may copy this at school)
- if a child feels they are unfairly treated at home, they may take their anger out on other children
- if a child feels they are failing in a number of areas (such as school work or sport) they may start bullying as a means of gaining approval from their own age-group or from younger children
- the arrival of a new baby or a change in family circumstances can result in a child feeling pushed out and unimportant. They may react by being unpleasant to other children
- the child who bullies often has difficulty in expressing or controlling anger in more appropriate ways
- the child has seen or experienced this behaviour done to them

#### *For Parents of children who bully others*

- Keep calm and talk to your child. Encourage them to tell you more about what is going on and why they are involved. Remember to tell and show that your child that you love them, but that you are disappointed by their behaviour
- Think about possible causes of your child's bullying (please see earlier section). If your child feels insecure and unloved they are likely to think very badly about themselves. It is helpful to take an interest in them. This helps to build up their self-confidence, which makes bullying less likely.
- If your child's bullying seems to be a way of copying the behaviour of other adults in the family, try to discuss this with those involved. It is unlikely that your child's behaviour will change when adults around them are doing those things that you have asked them not to do.
- Don't use physical punishment. This is because your child will see it as an example of bullying and over aggressive behaviour. They will also feel that you are being over-controlling and therefore react angrily towards you. It is much better to reward your child for non-bullying
- When it seems appropriate, help your child to make apologies to the person they have been bullying - the child will find it easier to do this with you present.

#### *Parents of children who are being bullied*

Contact school immediately speak to the Headteacher or any member of staff. The situation will be monitored, evaluated and dealt with promptly with until the situation ceases.

