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Primary Academies Trust
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Limitless Learning Together

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Holy Trinity Lamorbey CE Primary School Anti-Bullying Policy

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This policy is based on DfE guidance, "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", July 2017 and the following guidance: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

1) Objectives of this Policy

This policy outlines what Holy Trinity Lamorbey School will do to prevent and tackle bullying. As a school we are committed to developing an anti-bullying culture whereby no bullying will be tolerated.

We believe that bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to a child's learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood.

2) Definition of bullying

Bullying is defined as 'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.'
(DfE -Preventing and Tackling Bullying, July 2017)

3) Our School Community

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively and that pupils feel safe to learn.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.
- 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 can be motivated by actual differences between children, or perceived differences.

4) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of children in care or otherwise related to home circumstances.
- Cyber-bullying/online bullying

5) Behaviour types that can be or become bullying

Emotional - being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)

Cyber/Online-Bullying - any means of using technology (texting/emailing/using camera phones/chat rooms/prank calling or voice mailing, or other technologies) that is designed to upset or distress the receiver

Physical - pushing, kicking, hitting, punching or any use of violence

Racist - racial taunts, graffiti, gestures

Sexual - unwanted physical contact or sexually abusive comments, sexually explicit graffiti

Homophobic - because of or focusing on the issue of sexuality

Verbal - name-calling, sarcasm, spreading rumours, teasing.

6) Preventing, identifying and responding to bullying

Our School Community will:

- Create and nurture an inclusive environment that promotes a culture of mutual respect, consideration and care for others
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns
- Challenge practice that does not uphold our School's Values
- Consider opportunities for addressing bullying through the taught curriculum and worship
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour
- Train all staff, including teaching staff and support staff to identify all forms of bullying, to follow the school policy and procedures, so that they can respond appropriately and sensitively
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied
- Work with other agencies and the wider school community to prevent and tackle concerns

- Celebrate success and achievements to promote and build a positive school ethos
- Actively provide systematic opportunities to develop pupils' social and emotional skills
- Encourage and reinforce appropriate behaviour outside the school
- All incidents of poor behaviour are logged and monitored

7) Involvement of pupils

As a school we will:

- Ensure that pupils know how to express worries and anxieties about bullying
- Ensure that pupils are aware of the range of consequences that may be applied against those engaging in bullying
- Involve pupils in any local or national anti-bullying campaigns
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems

8) Liaison with parents and carers

As a school we will:

- Ensure that all parents/carers know who to speak to if they are worried about bullying
- Make sure all parents/carers know about our complaints procedure and how to use it effectively
- Work with parents/carers and the local community to address issues beyond the school gates that give rise to bullying
- Ensure that parents work with the school to role model positive behaviour for pupils

9) Links with other school policies and practices

This Policy links with a number of other school policies and procedures including:

Behaviour Policy
Safeguarding Policy
APAT Complaints Procedure

10) Links to legislation

There are a number of pieces of legislation that set out measures and actions for schools in response to bullying, as well as criminal law. These include:

- Keeping Children Safe in Education 2016
- The Education and Inspection Act 2011
- The Equality Act 2010

- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

11) Responsibilities

As a school we believe it is the responsibility of:

- Governors to take a lead role in monitoring and reviewing this policy
- Governors, the Headteacher, senior leaders, teaching and non-teaching staff to be aware of this policy and implement it accordingly
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy

12) Monitoring & review, policy into practice

The school will ensure that it will regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

13) Possible signs of Bullying

Sometimes when a pupil is bullied they may display certain signs of behaviour that may indicate they are being bullied. These could include:

- Being unwilling to attend school or arrives at school very early or late
- Often feeling ill in the mornings and asks to be sent home
- Truancy from school
- Beginning to do poorly in their schoolwork
- Becoming aggressive, disruptive or unreasonable
- Starts to bully other pupils or siblings
- Becomes distressed and anxious, withdrawn, lacks confidence or stops eating
- Frightened to say what is wrong
- Has money or other personal possessions go missing on a regular basis
- Unexplained cuts or bruises or is seen regularly with damaged clothes or belongings
- Seeks to spend break times with adults rather than peers

This is by no means an exhaustive list. These are signs that could indicate other problems.

14) Additional Content Dealing with Incidents

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident is to be dealt with immediately in the first instance by the member of staff who has been approached
- A clear account of the incident will be recorded and given to a member of SLT
- A member of SLT will interview all concerned and record the incident
- When responding to online-bullying concerns the school will take all available steps to identify the bully, including looking at the school systems and contacting the police and Local Authority, if necessary
- Where the bullying takes place outside of the school site the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's behaviour policy.
- Parents/carers will be kept informed
- Consequences will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, other local services will be consulted
- When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident will be addressed as a child protection concern under the Children Act 1989. Where this is the case, the member of staff will discuss with the school's designated safeguarding lead and report the concerns to the Local Authority and work with them to take appropriate action.

15) Bullying which occurs outside school premises

The School has the power to discipline pupils for inappropriate behaviour outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This may include dealing with bullying incidents occurring anywhere off the school premises, such as on public transport, outside the local shops, or any other public space.

Where bullying outside of school is reported to a member of staff, it will be investigated and acted on. The Headteacher will consider whether it is appropriate to notify the police or Local Authority.

Please note, that while the School has the power to discipline pupils for bullying that occurs outside school, it can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

16) Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff
- Reassuring the pupil and providing continuous support

- Restoring self-esteem and confidence
- Working with the wider community to provide further or specialist advice and guidance
- As a school we have a responsibility to support children who are bullied and make appropriate provision for a child's needs. The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet word from a teacher who knows the pupil well, asking the Inclusion Team to provide support, providing formal counselling, engaging with parents, referring to local authority children's services or referring to Child and Adolescent Mental Health Services (CAMHS).

17) Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate support
- If online, requesting content to be removed and reporting to police and the Local Authority
- Sanctioning in line with school behaviour policy. This may include removal of privileges, loss of break times, and in more serious situations, fixed-term or permanent exclusions.

18) Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an opportunity to discuss the concern with a senior member of staff
- Reassuring and offering appropriate support
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance
- Adults (staff and parents) who have bullied will be helped by:
- Discussing what happened with a senior member of staff and establishing the concern
- Clarifying the School's official procedures for complaints or concerns
- If online, requesting content be removed and reporting account/content to service provider Instigating disciplinary, civil or legal action, if necessary

