

Laughton All Saints' C of E Primary School Anti-Bullying Policy



OVERVIEW

In our Church of England school we are tolerant of others and promote respect for the dignity and worth of each individual. We aim to nurture caring and self-regulating citizens. We help each child to fulfil their potential physically, academically, socially, morally and spiritually, without fear of discrimination. Within our C of E primary school bullying and other forms of unacceptable intimidation, including cyber bullying by internet or mobile phone, will not be tolerated.

All members of the community will treat others with kindness and respect and all will care well for each other. All will come to school without fear and they will be happy and safe in school. No school should have an attitude of 'it doesn't happen here' and at Laughton All Saints' C of E Primary School everyone will be vigilant and act promptly to intervene if there are any signs or reports of bullying. This policy lays out strategies to minimise the occasions of bullying happening, to protect and support the victim/s when it does and to deal supportively but firmly with the perpetrator. This Anti-Bullying Policy has been drawn up through the involvement of the whole school community.

DEFINITION OF BULLYING

Bullying is "Behaviour by an individual or a group, usually repeated over time, which intentionally hurts other individuals either physically or emotionally." It is based on an imbalance of power. Bullying can affect anybody. Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; controlling behaviour; taking belongings; inappropriate text messaging and electronic messaging (including through websites, social networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups, spreading hurtful and untruthful rumours and homophobic, biphobic and transphobic (HBT) behaviour and language.

OBJECTIVES

1. To ensure that all feel happy, safe and free from bullying and intimidation.
2. To ensure that all children understand what bullying, including cyber bullying, is.
3. To build an ethos where learners feel safe and free from threat and intimidation.
4. To promote good relationships where all are treated well and where learners care for each other.
5. To act promptly and effectively at the first sign of bullying.
6. To encourage learners and parents to report any attempted bullying.
7. To protect and reassure any victims of bullying.
8. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
9. To make this a happy school that is free from bullying of any kind, including cyber bullying.

STRATEGIES

1. We will use our Behaviour Policy effectively to promote good behaviour so that there is an ethos where it is known that bullying, including HBT behaviour and language is unacceptable. Bullying will be tackled on two levels: preventative work and effective response to incidents.
2. All staff, volunteers and governors in school will act as positive role models in their interactions with each other and children.
3. The school will train all staff, including lunchtime & administration staff, to identify and address bullying, in line with school policy.
4. Discrimination of any sort will not be tolerated at Laughton and children will be taught to challenge stereotyping.

TEACHING & PREVENTATIVE WORK

5. Children will be taught that bullying is defined as any repeated behaviour which causes distress. This may involve physical, verbal or cyber bullying and may target discrimination such as gender, disability, race or religion or HBT behaviour and language.
6. Children will be taught to identify bullying behaviour using the principle of STOP (Several Times On Purpose).
7. Prevention of bullying will be at the forefront of the curriculum. Teaching and learning about tolerance and diversity will be threaded throughout the curriculum. The curriculum will actively provide opportunities to develop pupils' social and emotional skills, including their emotional resilience. The school will consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council. The school will regularly canvas children's views on the extent and nature of bullying through the School Council and questionnaires. It will also involve pupils in anti-bullying campaigns in school and publicise the details of help lines and websites for pupils and parents.
8. The whole staff will ensure pupils know how to express worries and anxieties about bullying.

9. PSHE, assemblies, circle time and the LA Anti Bullying Officer will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents/carers, staff or friends. This will take place on a regular basis throughout school, but also to address specific issues as they arise, such as racism and cyber bullying, as part of a learning experience for the perpetrator/s and their peers. This will be done carefully and sensitively, with the victim's needs at the forefront.

REPORTING

10. Learners will be encouraged to report bullying and HBT behaviour or language when they do they will be listened to and taken seriously by all staff.
11. The school is aware of the insidious nature of bullying and the necessity for monitoring carefully and discreetly, ensuring dignity for the victim/s. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
12. Allegations of bullying are much more frequent than actual cases. Any allegation of bullying will be investigated and followed up to establish whether it is actually a case of bullying.
13. All allegations of bullying are reported to and addressed by the headteacher who will determine the course of action needed. Hearsay is insufficient to warrant action – staff must be absolutely sure of the facts. Staff will act objectively. (See appendix)
14. Allegations will be investigated discreetly to ensure that the issue is not exacerbated for the victim. Sensitivity is exercised to minimise distress during and after the bullying incident.
15. Any cyber bullying of staff or pupils, in or out of school, will be reported and then investigated rigorously, in conjunction with any relevant authority including the police if appropriate.
16. The school will ensure that parents/carers know whom to contact if they are worried about bullying.
17. If the Headteacher establishes actual bullying, backed up by factual information, the perpetrator/s will be made aware of the effect on the victim and asked to consider what it is like to 'be in their shoes.' They will be reprimanded but also educated in order to understand the seriousness of the consequences of their actions. The perpetrator's parents/carers and the victim's parents/carers will be informed. The expectation will be support for this school's policy and that the bullying will cease immediately. In almost all cases this work will be carried out by the headteacher.
18. If the perpetrator persists in bullying their parents/carers will be informed and an action plan will be created to ensure the issue becomes eradicated. Regular feedback with perpetrator and their parents, minimised/supervised contact with the victim. The underlying reason for bullying will be investigated and staff are made aware of the possibility of safeguarding issues. If this is the case, they will implement the Safeguarding and Child Protection Policy.

MONITORING AN ALLEGATION

19. Frequent liaison and follow up communication with children and parents/carers will take place to ensure the issue is completely resolved. Vigilant monitoring will take place even after the issue appears to be resolved as bullying issues can 'flare up' again.
20. Any victim of bullying will be well protected immediately and in the future. We will actively create "safe spaces" and key adults for vulnerable children.
21. Bullying is, understandably an emotive issue and staff will work tirelessly to eradicate it. However any parent/carer who is aggressive in their response to school staff will be asked to terminate the meeting and return when they can conduct a professional discussion, in order for the school to resolve the issue.
22. This policy will be shared with all stakeholders and with children at an age appropriate level and will be reviewed every two years or more frequently if the need arises. All stakeholders will be expected to adhere to the policy.

OUTCOMES

All of the staff at Laughton All Saints' C of E Primary School will be responsible for maintaining its warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated. The governors and staff are committed to providing the full range of opportunities for all pupils, regardless of gender, disability, ethnicity, social, cultural or religious background. All pupils have access to the curriculum and the right to a learning environment which dispels ignorance, prejudice or stereotyping. Homophobic, biphobic and transphobic behaviour and language will not be tolerated and there is no justification for this behaviour based on the Christian faith or the Bible. This behaviour will be tackled directly and robustly and will provide opportunities for education of relevant cohorts. Pupils will be regularly reminded how to report incidents and will be given confidence by all staff that it will be taken seriously.

The school seeks to learn from effective anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate. The British Values of tolerance, mutual respect, individual liberty, rule of law and democracy underpin the ethos of the school and allow all children to develop confidence and self regulation, to thrive and achieve their aspirations. This policy links with many other school policies, particularly the Behaviour Policy, Equality Policy and The Policy For Safeguarding & Child Protection.