

Lilleshall Primary School



Anti-Bullying Policy

Updated: Spring Term 2022

Presented to Staff: Spring Term 2022

Presented to Governors: Spring Term 2022

Reviewed: Autumn Term 2023

Review: Autumn Term 2025

Anti-Bullying Policy

At Lilleshall Primary School we aim to encourage the children at our school to feel safe, secure and happy in their learning in order to reach their full potential both academically and emotionally.

In order to do this we will promote:

- Self esteem
- Responsibility
- Relationships
- Respect

The school aims to provide a caring environment in which all pupils and staff treat each other with mutual respect and consideration.

Within the school community, everyone has the right to feel secure and confident that they will not be bullied or intimidated by others. Bullying is unpleasant, anti-social and can spoil other people's lives- both those of the bullies and the victims. We must make it clear that bullying is unacceptable. Through the focus on British Values and the PSHE curriculum the school will promote self-esteem, responsibility, respect and an understanding of healthy relationships.

What is bullying?

- Bullying goes on for a while or happens regularly and can take many different forms including physical and verbal bullying and damage to property.
- It is deliberate. The other person wants to hurt, humiliate or harm the target.
- It involves someone (or several people) who are stronger in some way than the person being bullied. The person doing the bullying has more power; they are older, stronger, there are more of them or they have a special 'hold' over the target (e.g. they know a secret about them)

Because these three things have to happen together for something to be called 'bullying' it is not:

- A one off fight or argument
- A friend sometimes being nasty
- An argument with a friend
- Changes in friendship groups as pupils grow up and mature

Why do children bully?

Children bully because:

- they want to be 'in' with the cool gang
- it feels like fun - they don't realise how much it hurts
- they dislike or are jealous of someone
- it makes them feel powerful or respected
- it gets them what they want (sweets, money)
- they are bullied themselves and are taking out their hurt and anger on someone who won't fight back
- they are having problems in their life that are making them feel bad.

REMEMBER: People who are happy with themselves do not need to bully other people.

Bullies may:

- Name call
- Use gestures
- Separate others from their friends
- Push and pull others around
- Get others to gang up against others

Different types of bullying.

Homophobic bullying?

Homophobic bullying does not only affect transgender, lesbian, gay and bisexual (LGBT+) young people. Anyone who is perceived as different can become a target of homophobic bullying. Like any other form of bullying, homophobic bullying can be distressing for a child and can affect their confidence and well-being. An important aspect of our role is making sure

every child - regardless of their sexual orientation - has someone to turn to if they are being bullied and that they feel included and valued - at home and at school. Bullying will not be tolerated and parents will be informed immediately, making it clear that should the matter persist, the child could be excluded from school. All incidents will be recorded on CPOMs (Child Protection Online System) under Bullying. This will be used as an evidence base to support future action if required.

Cyber bullying

Cyber-bullying is the use of the Internet and related technologies to harm other people, in a deliberate and repeated way. This may include abusive mobile and instant messages or the posting of humiliating photos or video footage on the Internet or negative responses to posting made by the victim. As it has become more common in society, particularly among young people, legislation and awareness campaigns have arisen to combat it. Children need to be taught how to use technology responsibly.

What we can do to keep children safe?

Tell children to:

- always ask before they send a picture or information that could be shared with other people. Remind them that they don't know what will happen to any pictures or information that they let people have. What they think of as a joke can be really upsetting for the other person when the whole world sees it.
- think before they send a message about themselves or any other people involved.
- never give out personal information when it can be shared with others
- if they receive nasty messages or texts, block the person sending them and always report it to an adult (a parent or an adult at school)
- Don't reply to a bullying message but do keep it-whether it is a picture, message or online communication.

We recognise that bullying increasingly takes place in "cyber" environments, such as on the Internet and through the use of mobile phones. In whatever form, we will take action to prevent phones and computers that have been used for this purpose being allowed on the school premises and parents will

be informed of that ruling. As such these incidents will be treated as a Child Protection issue.

Upon any incident where "cyber" bullying has taken place in or out of school and been made known to us, we will take matters seriously and action will be taken to reduce any further incidents. This will be done with The Designated Safeguarding Lead and the Headteacher, and if appropriate, outside agencies.

We recognise and will act in accordance with guidelines set down by the DCFS on cyberbullying as specified on www.dcf.gov.uk/bullying.

Racial Bullying

Any hostile or offensive action against people because of their skin colour, cultural or religious background or ethnic origin.

It can include:

- physical, verbal or emotional bullying
- insulting or degrading comments, name calling, gestures, taunts, insults or 'jokes'
- offensive graffiti
- humiliating, excluding, tormenting, ridiculing or threatening
- making fun of the customs, music, accent or dress of anyone from a different culture
- refusal to work with or co-operate with others because they are from a different culture

How can we identify bullying?

The school must always treat any reported instances of bullying very seriously and resolve the problem as quickly as possible. Pupils must be encouraged to report to a member of staff if they feel they are being bullied or witness others being bullied and should never accept the situation. The consequences of bullying can be serious. Possible indications of bullying, which all staff and parents may recognise, are a reluctance to attend school, headaches, stomach ache, loss of interest in school, sleeplessness, fear of walking to and from school, bruises and scrapes, loss of belongings, not wanting to talk about school.

Sometimes these ailments will be real, and sometimes they may be made up; whether the illness is real or not, the worry certainly is, so it needs to be taken seriously.

Special Educational Needs and Disabilities

Bullying as a result of an adult or child having any form of SEND will not be tolerated. This may take the form of abuse toward another adult or child as a result of sensory, physical, cognitive or social, emotional and behavioural needs. This will not be tolerated and parents will be informed immediately, making it clear that should the matter persist, the child could be excluded from school.

Vulnerable Pupils

Vulnerable pupils within the school setting may become the target of bullying. It may relate to how they are dressed, whether or not they live with both parents, have agency involvement or may be in care. This will not be tolerated and parents will be informed immediately, making it clear that should the matter persist, the child could be excluded from school.

How can we prevent bullying?

'Prevention is better than cure'

We can help to prevent bullying by:

- **Supporting children to understand the difference between friends falling out and bullying**
- Encouraging children and adults to show respect for others
- Letting new children know that bullying is not acceptable
- Supporting each other, especially those on duty at breaktimes and lunchtimes
- Teaching children about bullying and how to deal with it
- Being careful in the language we use
- As a part of our PSHE scheme of work children will be taught about what bullying is and appropriate responses to it

- By encouraging the victim to consider how they want the bullying dealt with and allowing them to have an influence over the action taken

Breaktimes

We acknowledge that incidents of bullying are likely to occur during breaktimes and therefore aim to ensure that during these times the children have a range of activities, including playtime equipment, quiet areas and a range of activities. Breaktime and lunchtime supervisors have a responsibility to monitor these to ensure that equipment is being used appropriately and model correct usage if necessary. A Sports Leader will run activities for groups of children at breaktimes enhancing the pupils engagement in activities and promoting positive behaviour.

If bullying happens teachers and other adults in school will help the child who is being bullied by:

- being alert to children who are upset
- dealing calmly with incidents
- taking reported incidents seriously
- supporting a child who feels picked on
- being confident- inform the child that the involvement of a trusted adult will address the unacceptable behaviour
- decide on a plan of action with the child that they are comfortable with and that doesn't make them feel more vulnerable

Parents can help by:

- Being alert to signs of upset
- Listening
- Talking positively at home about school
- Informing school immediately of any concerns
- Encouraging their child to deal with awkward situations appropriately
- Discouraging a 'tit for tat' reponse
- Reminding their child that there are occasions when everyone needs support and help from others
- Praising their child for telling them and reassuring them that they have done the right thing in letting them know what is happening.

If a child is identified as bullying others by the staff in school the adults within school will ensure that:

- their parents/guardians are informed
- the child will be removed from the situation whenever possible
- teachers and other adults within school will work with the child to change their behaviour (using PSHE resources within school, advice may also be sought from the Behaviour Support Team or a referral made to the Early Intervention Worker to develop their understanding of the impact of their actions)
- after being reintegrated the adults within school will heighten supervision and monitor the situation closely

Parental Cooperation

As a school we feel that it is important that we work as a community to provide a consistent approach to behaviour. It is important that whilst school has a responsibility to inform parents of any behavioural issues parents should also accept responsibility for their children's behaviour and work with school to find a solution.

All incidents of bullying will be recorded on CPOMs and highlighted to the relevant staff.

Adults-Adult Bullying

Bullying in any form is not tolerated at Lilleshall Primary School and this includes the bullying of adults in the school community.

In our school staff and visiting adults follow our code of conduct. This states that adults should:

- speak to everyone politely and treat them with respect
- take responsibility for their own behaviour
- have a positive attitude

If any adult feels that they are being bullied, then they should report this to a member of the senior management team. If this is not appropriate, then they should approach the Chair of Governors.

This policy will be reviewed: Spring Term 2023