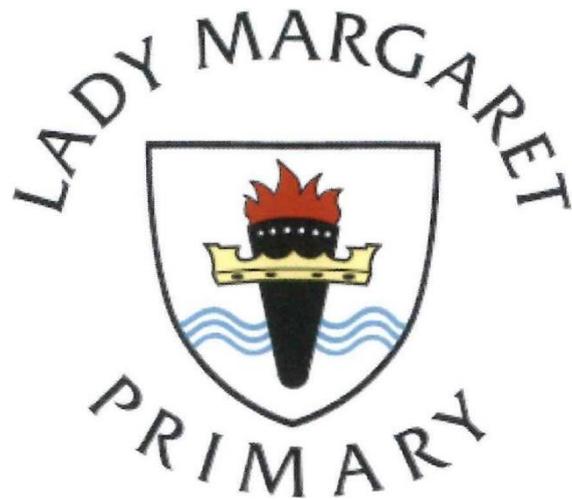


Lady Margaret Primary School



Where children come FIRST

Anti-bullying Policy

| Governing Body Sub Committee | Published | Review Date | Author |
|------------------------------|-----------|-------------|--------|
| Full Governing Body | | | |
| Author's Signature | | | |
| Headteacher's Signature | | | |
| Chair of Governors Signature | | | |

This policy supports the **Rights Respecting principles** adopted by Lady Margaret Primary School and is particularly relevant to the following articles:

UNICEF - Convention on the Rights of the Child (CRC)

Article 2

The Convention applies to every child whatever their ethnicity, gender, religion, abilities, whatever they think or say, no matter what type of family they come from.

Article 19

Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and mistreatment by their parents or anyone else who looks after them.

Article 3

The best interests of the child must be a top priority in all things that affect children.

Article 12

Every child has the right to say what they think in all matters affecting them, and to have their views taken seriously.

Article 15

Every child has the right to meet with other children and young people and to join groups and organisations, as long as this does not stop other people from enjoying their rights.

Article 29

Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

At Lady Margaret Primary School, we believe that every pupil has the right to learn in a safe, caring and nurturing environment. Therefore we take bullying very seriously. No one person or group, whether pupil or staff, should have to accept bullying behaviour. Only when all issues of bullying are addressed will the pupils be best able to benefit from all the opportunities available at school.

Principles and Values

As a school, we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to.

Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Objectives of this Policy

- ✓ All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- ✓ All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- ✓ All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

What is bullying?

The stopbullying.gov.uk website states:

“In order to be considered bullying, the behaviour must be aggressive and include:

- ✓ An imbalance of power: children who bully use their power – such as: physical strength, access to embarrassing information, or popularity – to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- ✓ Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as: making threats, spreading rumours, attacking someone physically or verbally and excluding someone from a group or purpose.

There are 3 types of bullying:

Verbal bullying is saying or writing mean things. Verbal bullying includes:

- Teasing
- Name-calling

- Inappropriate sexual comments
- Taunting
- Threatening to cause harm
-

Social bullying, sometimes referred to as relationship bullying, involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumours about someone
- Embarrassing someone in public

Physical bullying involves hurting a person's body or possessions. Physical bullying includes:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking or breaking someone's things
- Making mean or rude hand gestures

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying affects everyone, not just the bullies and the victims. It affects those who watch bullying take place and friends and family of the bullies and the victims. Bullying is not and should never be an inevitable part of school life or a necessary part of growing up. Online bullying is a concern and we educate staff, children and parents regarding this.

Signs and Symptoms for Parents and Staff

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to be truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to make less effort with school work than previously

- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home hungry (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated along with incidents, sanctions and reconciliation.

What causes bullying?

Pupils may begin to bullying:

- To feel powerful
- Jealousy
- To feel good about themselves
- To be in control
- Because they want someone (attention, possessions or friends)
- To look good in front of other people
- To feel popular
- Because of peer pressure
- To be big/clever
- For fun
- Because they are being bullied themselves
- Because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way).

What do we do to prevent bullying?

At LMPS, we have weekly circle times to address issues or concern pupils may have. These are also addressed through our Beliefs and Values and Rights Respecting curriculum (see curriculum policies).

In addition to this, we have a worry box which children can use to write their concerns. These are viewed weekly and addressed by members of the SLT, as necessary.

We also educate staff, children and parents about online abuse and bullying so that they can protect themselves and address it as swiftly as possible. Children are educated through regular online safety lessons through our computing curriculum and through our weekly themes about how to keep themselves safe and parents have the opportunity to attend a

variety of workshops through the school year. Staff are also trained to address incidents of online bullying.

We also encourage positive behaviours through the LMPS boards in the classroom, LMPS phase displays, values and achievement assemblies, the use of rights respecting stickers and house points rewards.

Friendship ambassadors, school council and house/vice captains are used to promote positive playground behaviours and work with children to encourage positive play.

We offer lunch time sports activities, from Fit for Sport and games clubs for pupils to join and develop friendship groups and skills.

SMSAs have received training on dealing with playground incidents and how to encourage pupils to join in games.

We have playground rules displayed for the children to follow.

How we deal with bullying at LMPS

All cases of alleged bullying should be reported to the class teacher in the first instance who will then liaise with the SLT. In any case of alleged bullying, the member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded, using the school behaviour systems. Parents of both parties should be informed.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

9.0 Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues
www.anti-bullyingalliance.org.uk

Kidscape
www.kidscape.org.uk
02077303300

Childline – advice and stories from children who have survived bullying
08000 1111

Bullying on line
www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk
08088002222

Parents Against Bullying
01928 576152

Useful sources of information

CEOP- one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. <http://www.thinkuknow.co.uk/>

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents