



## Anti-Bullying Policy

Full Governors	Autumn 2021
Review	Autumn 2024

### Confirmation the Anti-Bullying Policy in respect of Lostock Gralam School has been discussed by the Governing Body

Agreed at the Governing Body Meeting on:

Chair of Governors: ..... Date: .....

Headteacher: ..... Date: .....

#### ***Our Mission Statement***

Children are at the heart of everything we do and Christ is the light that guides us. [John 8:12](#) "I am the light of the world. Whoever follows me will not walk in darkness but will have the light of life." We are committed to ensuring children encounter and achieve the highest possible standards through partnership with our entire school community. We provide a happy, stimulating environment rooted in Christian values. Our aim is to equip individuals with the Christian Values (courage, love, friendship, hope, forgiveness, and respect) and life skills needed to "Live in peace with each other" (Romans 12:16-18), to take their place in the wider world and to make a contribution to it. Mark 9:37 "Whoever welcomes one of these little children in my name welcomes me."

#### ***Our Christian Values***

COURAGE      LOVE      FRIENDSHIP      HOPE      FORGIVENESS      RESPECT



Lostock Gralam Church of England Primary School believes that all pupils are entitled to learn in a safe and supportive environment. This means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying and how families are supported when incidents of bullying occur.

No Outsiders, Heart Smart and MyHappyMind are a vital part of the school's curriculum that aim to promote an inclusive, tolerant and supportive ethos within our school community.

The Education and Inspections Act 2006, outlines a number of legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Behaviour Policy, which is communicated to all pupils, school staff and parents/carers. All staff, parents/carers and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero tolerance policy for bullying at Lostock Gralam.

The Government (GOV.UK) define bullying as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It can take many forms and include:

- Physical assault
- Teasing
- Making threats
- Name calling
- Cyber bullying

### **Types of Bullying**

Bullying can take a wide range of forms. It can be verbal, physical or psychological/emotional. Direct bullying can range from teasing and name calling to pushing and prodding. Indirect forms include spreading rumours, destroying possessions etc. Many different kinds of behaviour can be considered bullying and can be related to almost anything. Teasing another pupil because of their appearance, religion, ethnicity, gender, sexual-orientation, home life, culture, disability, or special educational needs are some of the types of bullying that can occur.

**Racist bullying:** Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.

**Homophobic bullying:** Bullying another person of their actual or perceived sexual orientation.



**Transphobic bullying:** Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.

**Sexist bullying:** Bullying based on sexist attitude expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

**Sexual bullying:** Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension/dynamic that subordinates humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

### **Statutory Implications**

1. Under the Equality Act 2010, the school understands that it has a responsibility to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act; advance equality of opportunity between people who share a protected characteristic and people who do not share it; foster good relations between people who share a protected characteristic and people who do not share it.
2. Under the Human Rights Act (HRA) 1998, the school understands that it could have charges brought against it if it allows the rights of children and young people at the school to be breached by failing to take bullying seriously.
3. The National Association of Head Teachers has guidelines that Head Teachers must 'satisfy themselves' that their school's Anti-Bullying Policy complies with the HRA; the Head Teacher understands that they cannot do this without fully involving the teaching staff.
4. Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may not be considered criminal offences.
5. Under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.
6. The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.
7. Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information through media, including internet sites.
8. Other forms of bullying which are illegal and should be reported to police include: violence or assault, theft, repeated harassment or intimidation and hate crimes.



### **Procedure at Lostock Gralam**

- a) Speak to both parties about this unacceptable behaviour – record on safeguarding monitor.
- b) If the matter is more than an isolated incident, inform Deputy Head Teacher or Head Teacher. If necessary, the parents of both pupils will be asked to see the Head Teacher. This will be logged on safeguarding monitor.
- c) If there is evidence of several incidents involving the same pupil/group of pupils, this will be discussed with parents and the Head Teacher. This is then monitored by the Deputy/Head Teacher on a weekly basis.
- d) Following meetings with parents/children, further monitoring procedures will be used as necessary i.e. contracts of friendship, restorative meetings, report cards, behaviour contracts. If there are no improvements, sanctions such as exclusions will be implemented.
- e) After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Incidents will be logged and reported to governors in the termly safeguarding report.

Pupils should be used as a positive resource in countering bullying. The problem may need to be discussed within each class group or with other groups of pupils. Pupils should be recruited if possible to help shy children or newcomers to be accepted. Restorative conference strategies and SUMO activities are used to encourage pupils to speak up about anything which impacts on their feelings and self-esteem. We use KIDSCAPE methods for helping children to prevent bullying. These can be accessed on line <https://www.kidscape.org.uk/> As and when appropriate, these may include writing stories, poems or drawing pictures about bullying, assembly stories in class and whole school gatherings, making up role plays and having circle time to discuss bullying and why it matters.

### **Prevention**

- The school clearly communicates a whole-school commitment to addressing bullying in the form of a written statement which is regularly promoted across the whole school.
- All reported or witnessed instances of bullying in the school are challenged by a member of staff and logged on safeguarding monitor.
- Staff encourage pupil co-operation and development of interpersonal skills through the use of group work and pair work.
- All types of bullying are discussed as part of the curriculum, and diversity, difference and respect for others is promoted and celebrated through various lessons, including No Outsiders.
- Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.
- All members of the school community are made aware of the school's Anti-Bullying Policy.



- All staff members receive training on identifying and dealing with the different types of bullying.
- A safe supervised place is available for pupils to go at lunch if they are involved in conflict with their peers, or wish to avoid a bully.
- Our school Christian values celebrate the positive ways in our school community.
- Diana Award anti-bullying ambassadors are trained to help educate peers on bullying, promote a culture that celebrate and tolerate difference and helps keep their peers safe both on and off line.
- Pupils are taught how to cope and positive mental health strategies.
- Regular nurture groups provide friendship skills.

### **Signs of Bullying**

Some of the signs that a pupil may be a victim of bullying include, but are not limited to, the following:

- Being frightened to travel to or from school
- Asking to be driven to school
- Unwillingness to attend school
- Truancy
- Becoming anxious or lacking confidence
- Saying that they feel ill in the morning
- Decreased involvement in school work
- Returning home with torn clothes or damaged possessions
- Missing possessions
- Missing dinner money
- Asking for extra money or stealing
- Cuts or bruises
- Lack of appetite
- Unwillingness to use the internet or mobile devices
- Becoming agitated when receiving call or text messages
- Lack of eye contact
- Becoming short tempered
- Change in behaviour and attitude at home

### **Roles and Responsibilities**

- The governing body evaluates and reviews this policy to ensure that it is non-discriminatory.
- It is the responsibility of all staff to be alert to possible bullying of pupils and to deal with incidents as the highest priority.
- The Head Teacher reviews and amends this policy, taking account of the new legislation and government guidance, and using staff experience of dealing with bullying incidents in the previous year to improve procedures.



- The Head Teacher keeps a record of all reported incidents including which type of which type of bullying has occurred to allow for proper analysis of the data collected.
- The Head Teacher arranges appropriated training for staff members.
- Class teachers are alert to social dynamics in their class and are available for pupils who wish to report bullying. They also provide follow-up support after bullying incidents.
- Teachers ensure that they are alert to possible bullying situations, particularly exclusion from friendship groups.
- All staff will avoid gender stereotyping when dealing with bullying.
- Pupils are advised to inform a member of staff if they witness bullying, or are a victim of bullying.
- Pupils are taught not to make counter-threats if they are victims of bullying.
- Pupils are taught to walk away from any dangerous situations and avoid involving other pupils in incidents.
- Pupils are advised to retain all evidence of cyber bullying.

**Action within school:**

- If pupils report bullying they will be taken seriously and appropriate enquiries will be made. Victims will be supported. Each incident will be logged.
- Staff are aware that bullies may attempt to rationalise their behaviour. These rationalisations need to be exposed. Bullies are always responsible for their actions and bullying is never acceptable.
- If an incident of bullying is suspected it will be investigated and the outcome communicated to the people involved.
- Senior staff including the safeguarding lead and deputy will be involved in investigating incidents.
- Teachers actively promote advice to pupils on keeping safe.
- Wishes and feelings of any child or family involved in a bullying incident. Support from the school ELSA or other agencies will be sought for pupils involved in a bullying allegation.
- A TAF will be offered to any families who have experienced bullying.
- All pupils are reminded regularly of the School's behaviour policy.
- Pupils who have experienced bullying, will be offered regular check-ins each day.

**Action to be taken by pupils:**

- Listen and do as teachers advise especially on strategies for keeping safe.
- Listen and do as teachers and MDAs ask.
- To understand and sign the Home School Agreement.
- Come to school willing to learn, to co-operate and be helpful.
- To follow the Lostock Gralam Playground Code – Seven Smart Steps.



The school emphasises positive expectations regarding behaviour and encourages the development of respect, trust, caring and consideration for others.

**Policy review**

This policy has been written taking into account of serious case review.

The scheduled review date for this policy is