



Lammack Community Primary School

Anti-Bullying Policy

Adopted Date: Spring 2010
Last Reviewed: Autumn 2021
Page 1 of 5

Review Date: Autumn 2022
Curriculum
Statutory

Introduction

This policy is relevant both in school and at all out of school activities, school trips, sport events, etc... It is to be used as a key vehicle for communicating and celebrating the anti-bullying stance of the school with pupils, parents and the wider community. The school incorporates the anti-bullying policy into staff handbooks, the school curriculum, whole school assemblies, PSHE lessons, and all school staff training as well as taking on board other opportunities to take awareness e.g. anti-bullying week and targeted group work.

Description of the school

Lammack School has a population of almost 500 pupils, mostly of Asian heritage. Our pupils come from a variety of backgrounds, some live nearby whilst others travel from the town centre. There is little evidence of bullying and any suspected cases are dealt with promptly.

Aims and Objectives of the policy

To clarify to pupils, staff and parents what bullying is and that it is always unacceptable.

- To raise awareness of bullying and create a school ethos which encourages children to disclose and discuss instances of bullying behaviour.
- To bring about conditions in which bullying is less likely to happen in the future.
- To reduce and if possible eradicate instances of all types of bullying.
- To clarify the reporting processes.
- To prevent, de-escalate and or stop any continuation of harmful behaviour.
- To safeguard the pupils who have experienced bullying and to provide sources of support for the pupil.
- To deliver support for perpetrator whilst developing strategies to enable perpetrators to be accountable for their behaviour.

What is Bullying?

Bullying is behaviour by an individual or group, sometimes repeated over time, that intentionally hurts another individual or group. This can be either physical or emotional harassment. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet, **peer-on-peer abuse – where children can abuse other children**), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. (DFES2011).

Definitions of Bullying

Bullying can be defined as deliberately hurtful behaviour, often repeated over a period of time and involves an imbalance of power, which leaves the victim feeling defenceless. The main types of bullying can be identified as



Lammack Community Primary School

Anti-Bullying Policy

Adopted Date: Spring 2010
Last Reviewed: Autumn 2021
Page 2 of 5

Review Date: Autumn 2022
Curriculum
Statutory

- Physical - kicking, hitting, pushing and taking belongings.
- Verbal - name calling, taunting, making offensive comments.
- Indirect -excluding people from groups and spreading hurtful and untruthful rumours.
- Cyber bullying - the use of text messaging, emailing, videoing and internet usage deliberately to upset someone else.
- Peer on peer abuse may include bullying (including cyberbullying, prejudice-based and discriminatory bullying); abuse in intimate personal relationships between peers; physical abuse such as hitting, shaking, biting, hair pulling, or otherwise causing physical harm; sexual violence such as rape, assault by penetration and sexual assault; sexual harassment such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse.

It is a legal obligation to report a single incident of racist, homophobic or sexual harassment bullying.

Preventative Strategies Used by the School

We aim to have no instances of bullying in school. The school is a positive environment for staff, visitors and learners. In addition to the positive relationships the school also:

- Embeds relationship education into its teaching and learning practice.
- Encourages the 'Pupil Voice' i.e. in regular class circle time, mini ministers, Lammack's Education Association.
- Has a clear whole school set of expectations for behaviour through the Golden Rules.
- Use of 'Worry Box' within classrooms.
- Uses teaching time and Collective Acts of Worship to ensure children know:
 - What behaviour is bullying and what is not and what to do if they (or someone they know) are being bullied.
 - (b) that reporting incidents of bullying (i.e. someone is getting hurt) is not 'telling tales'
 - That all children have the right to feel safe and to say if something is happening that they do not like.

Procedures for Dealing with a Bullying Incident

- All staff are to report any incident deemed to be bullying to the Deputy head Teacher who is the named person for incidents of bullying.
- Any incidents linked to peer on peer abuse are logged on CPOMs and followed up by the DSLs
- An investigation would determine whether the incident is deemed to be bullying or not. However, it will be recorded in the behaviour log.
- Appropriate sanctions and support will be put in place (see outcomes).
- Monthly reports outlining any bullying incidents are sent to the local authority.
- The school offers support to any parents of pupils involved in any way either where the child is a victim or perpetrator.
- We encourage parents who are concerned in any way to contact the school immediately.
- The headteacher reports to the governors on a termly basis to ensure they are aware of any element of bullying within the school.



Lammack Community Primary School

Anti-Bullying Policy

Adopted Date: Spring 2010
Last Reviewed: Autumn 2021
Page 3 of 5

Review Date: Autumn 2022
Curriculum
Statutory

We Will Ensure That;

- Incidents will be reported confidentially.
- All involved in the incident are listened to emphatically by professional, parents /carer and peers.
- Victims of bullying are encouraged to report what has happened.
- Victims are reassured that it is not their fault and professionals will work in collaboration with parents/carers when appropriate.

Outcomes

- The child/children who bully will have their behaviour explained to them and will be asked to genuinely apologise.
- Other appropriate consequences will take place; see the behaviour policy for school sanctions.
- If possible the pupils will be reconciled.
- After the incident/incidents have been investigated, each case will be dealt with and monitored to ensure repeated bullying does not take place.
- The child's parents/carers will be informed if this is deemed necessary.

The Role of the Headteacher

It is the responsibility of the head teacher to implement the school anti-bullying policy and to ensure that all staff (both teaching and non-teaching) are aware of the school procedures and know how to deal with incidents of bullying.

The headteacher reports to the governing body about the effectiveness of the antibullying policy on request.

The headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school and draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly or anti-bullying days/events as an opportunity to teach appropriate behaviour.

The head teacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class in the form of a behaviour log.

Teachers support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Teachers take their safeguarding responsibilities seriously and report incidents (especially those linked to peer on peer abuse) to the DSLs immediately.



Lammack Community Primary School

Anti-Bullying Policy

Adopted Date: Spring 2010
Last Reviewed: Autumn 2021
Page 4 of 5

Review Date: Autumn 2022
Curriculum
Statutory

The Role of Parents

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The Role of Governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

School's Accountability

The revised OFSTED framework which came into force in January 2012 includes 'Behaviour and safety'. School should be able to demonstrate to all stakeholders the impact of the anti-bullying policy.

Teaching and Learning

School staff can raise awareness of and tackle bullying through:

- PSHE
- Creative Learning
- Circle Time Activities
- Whole School Assemblies
- Multi Agency Working
- Anti-Bullying Day
- Play Leaders School Council

Links to Their Policy

Bullying is also addressed in the following policies;

Behaviour Policy
Child Protection Policy
ICT Policy
E safety Policy
CPD Policy
Health Safety Policy

Bullying Outside the School

Where bullying outside school is reported to a member of staff, the incident should be investigated and acted upon. In all cases of misbehaviour or bullying, the teacher can only discipline the pupil on school premises. Parents will be informed and involved in the investigation.



Lammack Community Primary School

Anti-Bullying Policy

Adopted Date: Spring 2010
Last Reviewed: Autumn 2021
Page 5 of 5

Review Date: Autumn 2022
Curriculum
Statutory

Incidents will be logged on CPOMs and the DSLs will take appropriate action.

Monitoring and Evaluation

The school will monitor and evaluate bullying by;

- Keeping records of all incidents
- Analysing data from pupil surveys
- Parental complaints
- Discussions at staff meetings
- Feedback from worry boxes / class teachers
- School Council meetings

Relevant Legal Guidance

Children's Act 2004
Education Inspection Act 2006

Equality Act 2010
Keeping Children Safe in Education (2021)

This policy has been written in line with DFE guidance "Preventing and Tackling Bullying - Advice for Headteachers, staff and Governors." 2014

This policy will be reviewed annually.

Signed:

Date: