

Anti-Bullying Policy

Aims

At Lingdale we believe that all children have the right to feel confident, safe and secure in our school. It is the responsibility of all staff to make sure we teach our children that words and actions that threaten, hurt or upset others are not acceptable. It is extremely important that children and parents feel that they can trust us to fairly resolve problems.

What is bullying?

There are many definitions of bullying, but we consider it to be:

- Deliberately hurtful.
- Repeated often over a period of time.
- Difficult for victims to defend themselves against.

The three main types of bullying are:

- Physical - hitting, kicking, theft
- Verbal - name-calling, insulting, making offensive or racist remarks
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, being a bystander

Bullying will not be tolerated at Lingdale Primary School and pupils are encouraged to report any incidents of bullying immediately.

Whole School Strategies

In order to prevent bullying and deal with any incidents of bullying, we employ a range of strategies across school:

- High expectations of behaviour in and around school delivered as promises
- Shared understanding by all of the UNICEF Rights of the Child
- PSHE and Circle time
- Assemblies
- Buddying network
- Monitoring of playground by staff on duty
- Supervision of games on playground ~ encourage social networks
- Observing bullies/victims at playtime, around school and in class

What staff should do if incidents of bullying are reported?

In the event of a child or adult reporting suspected incidents of bullying the following protocol should be undertaken:

- Listen to the person reporting the allegation(s) of bullying and gather as much information as possible as a starting point. Log the facts, not opinion in regard to the incident(s). If this is a parent complaint then log details in the parent's concerns file for future follow up by Head Teacher.
- Following this, meet with the Head/Assistant Head to discuss details and next steps. Other staff may also be involved, depending on their knowledge of the children.
- If bullying is suspected a senior leader should investigate the incident(s) using the anti bullying procedure log. The questioning system set out on the log should be followed to ensure all information is gathered and explored to create a full picture of events in order to form a conclusion, implement solutions and assign actions.
- Throughout the investigation:
 - Meet separately with the victim and the bully to discuss what has happened.
 - Reassure the victim that s/he is safe; explain that bullying will not be tolerated.
 - Explain that all relevant staff will be made aware of the situation and will be monitoring it.
- Following the investigation, a decision should be made by analysing all the information to decide if there is evidence to suggest bullying is taking place and if so what type. Note this on the log.
- Meet with or contact the parents of the victim/bully and explain outcome and actions. Where possible, the parent should sign the log to confirm they are happy with the outcome and actions. This log should be kept and reviewed by the Head Teacher and Pastoral Care Leader monthly to ensure any incidents of bullying have been overcome.
- Arrange another meeting if applicable to review the situation.
- Check regularly with the victim.
- Meet with a group of friends of the victim and encourage them to report any incident.

What parents should do:

- Listen to your child and try to remain calm. An emotional reaction can worry the child so that they will not tell you of their concerns.
- Make an appointment to see the class-teacher to share your concerns.
- Give the class-teacher the facts.
- Reassure your child that the school will deal with the bullying and encourage him/her not to fight back.
- If you are not happy with the response contact Pastoral Care Leader or the Head Teacher

What children should do:

- Tell the class-teacher if s/he feels threatened and unsafe.
- Stay with a group of friends.
- Talk to their parents.
- Tell the class-teacher when anything else happens or when it has improved.

Councillor

We employ a clinically trained councillor who may support the process of bullying if deemed appropriate and necessary.

If after intervention strategies there is no improvement the following disciplinary steps may be taken:

- Official warning to children and parents to cease offending; communicating the next course of action should the bullying continue. See inclusion ladder for possible sanctions
- Loss of privileges (times on playground).
- Minor fixed term exclusion.
- Major fixed term exclusion.
- Permanent exclusion.

The school will review this policy with staff annually and assess its implementations and effectiveness with the school community every two years.