



Cherish every child, that they may love God, serve others and enjoy "life in all its fullness" (John 10:10)

Anti-Bullying Policy

Full Governors	Autumn 2018
Review	Autumn 2021

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: 17.9.2018

Signed by: Chair of Governors:

Headteacher:

EXPECTATIONS OF BEHAVIOUR

All members of Lostock Gralam CE Primary School are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

DEFINITION OF BULLYING

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email and internet chat room misuse. Mobile threats by text messages or calls. Misuse of associated technology i.e. cameras/videos.

Why we need to respond to Bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We believe we have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy

Our Policy seeks to promote an anti-bullying ethos in our school as part of our positive approach to all of our pupils. It has been written using KIDSCAPE guidance materials.

Our school seeks to ensure: -

- All governors, teaching and non teaching staff have an understanding of what bullying is.
- All governors and teaching and non teaching staff 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.
- At this school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated

Signs and symptoms

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

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- cries themselves to sleep at night or begins having nightmares
- feels ill regularly
- begins to do poorly in their school work
- has possessions which are damaged or 'go missing'
- asks for or starts stealing money
- becomes aggressive, disruptive or unreasonable
- begins bullying others
- stops eating
- is frightened to say what is wrong
- is afraid to use the internet or mobile phone
- is nervous or jumpy

These signs and behaviours could indicate other problems but bullying should be considered a possibility and should be investigated.

SCHOOL PROCEDURES ON BULLYING

As a school, we must respond promptly and effectively to any bullying that occurs.

- Staff should arrive as promptly as possible for break and lunchtime duties. Clear evidence of staff on duty is itself a deterrent to bullying.
- Pass details on to the Deputy/Head Teacher as rapidly as possible of any information you receive about bullying.
- The following procedures should be used when an incident is reported:-

- a) Speak to both parties about this unacceptable behaviour – record on an Bullying Sheet and file copies in Bullying/Racist File (kept in the office)
 - b) If the matter is more than an isolated incident, inform Deputy Head teacher. If necessary, the parents of both pupils will be asked to see the Deputy/Head teacher.
 - c) If there is evidence of several incidents involving the same child/group of children, a letter from the head will be sent home and discussed with parents. 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 is 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.
- Pupils should be used as a positive resource in countering bullying. The problem may need to be discussed within a 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.