

Anti-Bullying Policy

Lemington Riverside Primary School



Approved by:	The Governing Body	Date: September 2021
Last reviewed on:	September 2021	
Next review due by:	September 2023	

Anti-Bullying Policy

Introduction

Lemington Riverside Primary School recognises that there is a need to safeguard the welfare of all those within the school community and to encourage a culture of co-operation, acceptance and harmony both within and outside of school.

Maintained schools have a statutory duty to promote children and young people’s wellbeing and statutory responsibilities to provide a curriculum that is broadly based, balanced and meets the needs of all pupils. Under section 78 of the Education Act 2002 and the Academies Act 2010 such a curriculum must: promote the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and prepare pupils at the school for the opportunities, responsibilities and experiences of later life.

We are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. We have high expectations for all pupils, staff and parents and strive to create a school community in which all children can fulfil their potential. We will always celebrate diversity and promote cohesion within our community.

Bullying of any kind is unacceptable at Lemington Riverside Primary School. If bullying does occur, all incidents will be dealt with promptly and effectively. The school actively implements its anti-bullying policy and has clear pathways for reporting, which are known to all members of the school community. If a crime has been committed during the bullying incident, police will be involved as appropriate. All reported incidents will be actioned by our Anti-Bullying coordinator Mrs. Richardson.

Bullying outside school premises:

Teachers have the power to discipline pupils for misbehaving outside the school premises “to such an extent as is reasonable”. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behavior coordinator in their local authority, of the action taken against a pupil. If the misbehavior could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Department of Education October 2014: ‘Preventing and tackling bullying’ – Advice for head teachers, staff and governing bodies.

This policy reflects the following guidance:

Department of Education October 2014: 'Preventing and tackling bullying' – Advice for head teachers, staff and governing bodies.

What is Bullying?

Bullying can be physical, emotional and online and it can take many forms. Immediate physical safety and stopping violence are a priority; however, bullying can also occur because of prejudice against particular groups.

'Bullying is behavior by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.' DfE definition

'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.' Anti-Bullying Alliance

It takes many forms and can include

- Physical assault
- Teasing
- Making threats
- Name calling
- Cyberbullying – bullying via mobile phone or online (e.g. email, social networks and instant messenger)

OFSTED Guidance for inspecting schools under the common inspection framework

The Equalities Act 2010

The Equalities Act aims to offer protection from Hate Crime in the form of discrimination, harassment and targetisation (links to Prevent strategy)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

This covers 9 areas, of which 7 are pertinent to Children and Young People.

- *Disability*
- *Gender*
- *Gender reassignment / transgender identity*
- *Race*
- *Faith*
- *Sexual orientation / sexuality*
- *Pregnancy / maternity*

(The two areas which do not specifically affect Children and Young People are, Age and Marriage/civil partnerships, although these should be explored within the curriculum in PSHE.)

Some of the reasons pupils may be bullied link to the above areas covered by the Equalities Act 2010 and are as follows:

- Race, religion or culture
- Special Education Needs or disability.
(Further information on the overarching principles school must adapt to tackle bullying of pupils with SEN and disabilities can be accessed here: <http://www.anti-bullyingalliance.org.uk/media/7434/overarching-principles-send-and-bullying.pdf>)
- Appearance of health conditions
- Home circumstances and lifestyles including young carers and looked after children
- Sexist or sexual bullying
- Gender
- Sexual orientation / Homophobic Bullying
(Further information relating to how Ofsted explore school actions to prevent and tackle homophobic and transphobic bullying can be accessed in full here: http://www.schools-out.org.uk/wp-content/files_mf/1384363550OFSTEDexploringschoolsactionstopreventhomophobicbullying.pdf)
- Transgender status / Transphobic bullying
<http://www.anti-bullyingalliance.org.uk/our-work/homophobic,-biphobic-and-transphobic-bullying/>

Examples of bullying behaviours:

- Emotional (being unfriendly, excluding, tormenting, threatening behavior)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Written e.g. ridicule through drawings and writing
- Incitement e.g. encouraging others to bully
- Extortion (demanding money/good with threats)
- Racist (racial taunts, graffiti, gestures)
- Sexual (Unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focusing on the issue of sexuality)
- Damage to Property e.g. theft of bags, tearing clothes, ripping books
- SEND (Special Education Needs & Disability)
- Online/Cyber e.g. inappropriate texting /emailing.
- Sexting

*(Definition: images or videos generated by children under the age of 18, or of children under the age of 18, that are of a sexual nature or are indecent. DfES. See full guidance document ‘**Sexting in schools: advice and support around self-generated images. What to do and how to handle it**’ <http://www.naace.co.uk/essafety/sexting> There are two parts to this guidance and ideally they should be read together. The guidance has been designed and developed to enable schools to act swiftly in the case of an incident (Part 1_ and to be able to access background information and support (Part 2).*

What we will do as a school:

- Ensure the whole school community has an understanding of bullying and its consequences
- Appoint a designated member of staff as anti-bullying officer
- Appoint an Anti-bullying Governor
- Ensure that there are clear and consistent pathways for reporting incidents of bullying which are known to all members of the school community. (See appendix , flowcharts A and B)
- Develop a preventative approach to bullying. Students will be encouraged to recognize that not only do they have rights; the choices they make bring responsibilities.
- Implement a consistent system for recording incidents of bullying in line with current DfE and OFSTED guidelines

- Review the anti-bullying policy annually in consultation with the whole school community to raise awareness of procedures
- Identify and make safe (using student voice) areas in school where bullying could / has been known to occur
- Be aware of factors which may cause some children to be more vulnerable than others

Foster a clear understanding that bullying, in any form, is not acceptable. This will be done by:

- ✓ *Developing a child friendly policy*
- ✓ *Developing an adult friendly policy*
- ✓ *Regular praise of positive and supportive behaviour of students, by all staff*
- ✓ *Work in school which develops empathy and emotional intelligence*
- ✓ *Any incidents being treated seriously and dealt with immediately. Support for both parties/sanctions where applicable.*
- ✓ *Ensuring if a child is found to be the target of bullying outside school, then help and support will be offered and advice given on how to avoid further incidents in future. The target's and perpetrators' parents will be informed as per DfE Guidance.*
- ✓ *Work in partnership with the police should there be bullying incidents where a crime has been committed.*

How we will work with targets of bullying:

- Ensure that there are clear pathways for reporting bullying including confidential methods.
- Ensure that targets are listened to
- Ensure that strategies are put in place to support individual needs
- Ensure targets are consulted, and kept involved and informed

How we will work with those accused of bullying:

- Ensure that perpetrators are listened to
- Ensure that strategies are put in place to support individual needs
- Ensure perpetrators are consulted, and kept involved and informed
- Implement appropriate sanctions and learning programmes for example:
 - ✓ *Counselling / instruction in alternative ways of behaving*
 - ✓ *Adult mediation between the perpetrator and the target **(provided this is safe for the target)***
 - ✓ *Rewards/positive reinforcement for young people in order to promote change and bring acceptable behaviour under control*
 - ✓ *Fixed periods of exclusion*
 - ✓ *Permanent exclusion (in extreme cases which may involve violence)*

How we will work with bystanders/upstanders:

- Ensure that they are listened to
- Ensure that strategies are put in place to support individual needs
- Implement appropriate learning programmes and awareness raising about the impact of bystanders. Introducing the concept of being an 'upstander' rather than a bystander empowering CYP to take appropriate action

See Appendix – Ten ways to be an Upstander

Strategies we use for a preventative approach:

- ✓ Teaching through the curriculum
- ✓ Assemblies
- ✓ Peer mentoring
- ✓ Anti-Bullying Ambassadors
- ✓ Circle Time
- ✓ Support from external agencies
- ✓ Participation in National Anti-Bullying Week / National Empathy Day

How we will educate the school community:

- Emphasise through all aspects of the whole school ethos and curriculum that bullying will not be tolerated
- Ensure that the anti-bullying officer and governor attend appropriate training and development
- Provide training opportunities for the whole school staff body
- Ensure that students learn to recognise, respect and value the differences between groups of people within the school community (Social, Moral, Spiritual and Cultural education via the curriculum and links to British Values / Cultural capital)
- Take part in Anti-Bullying Alliance All Together Now Programme with regular assemblies, surveys and activities to fulfil the criteria

How will we work with parents and carers:

By ensuring that:

- There are clear pathways for parents/ carers to report incidents of bullying, including who to report concerns to
- Every opportunity is given to parents/ carers to share their concerns
- Where a parent/ carer is dissatisfied with the school's handling of a situation, then the Headteacher will seek to resolve the situation informally. In the event of a formal complaint, then the school's agreed complaints procedure will be invoked. (See Appendix – Pathways of Help parents/ carers).
- If after following the schools formal complaints procedure, the parent/ carer is still dissatisfied, the Local Authority complaints procedure for handling school complaints can be addressed here:
<https://www.newcastle.gov.uk/education-and-learning/problems-at-school/bullying#>

How we will support staff:

- We will ensure appropriate agencies who can support staff are available on notice boards in the staff room
- Human Resources and Union Representatives
- Cyberbullying of staff within the school community references:
Department for Education: Cyberbullying: Advice for head teachers and school staff
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

Safer Internet Organisation: E-safety policy advice and signposts – Rigorous e-safety policies and procedures are essential to safeguarding children online

Support Agencies we may consult are:

Local authority

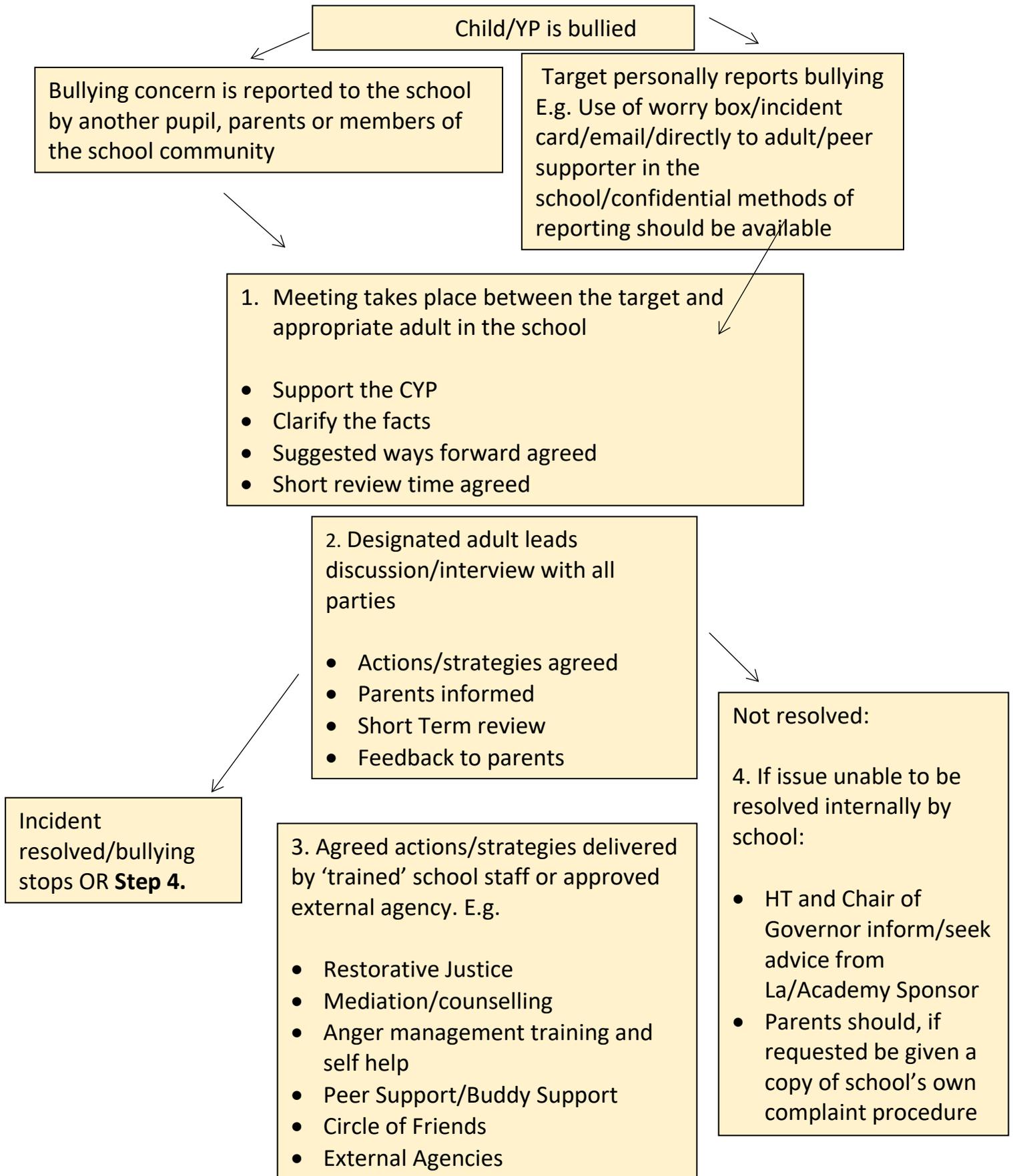
Anti-bullying officer
School Improvement Service
Educational Psychology Service

External sources of advice and support

The Anti-Bullying Alliance
Think you know (Online Bullying)
ChildLine
Kidscape

Anti-Bullying Policy checklist	Page number/Reference
1. Make sure the policy begins with a clear definition of what bullying is	
2. Make sure the policy includes all forms of bullying – this should include specific reference to bullying relating to race, religion and culture, homophobic bullying, bullying related to special education needs and disabilities, sexist and sexual bullying and the use of cyber technology to bully	
3. Make sure the policy includes the preventative strategies that the school will use	
4. Make sure the policy gives a clear outline of how the school will respond to bullying incidents including the recording procedure and possible sanctions	
5. Make sure the policy includes clear procedures for pupils or parents and carers who wish to report a bullying incident	
6. Make sure the policy includes information on the school complaint procedure	
7. Make sure the policy includes reference to bullying between pupils outside of school and bullying of staff	
8. Make sure the policy references occasions where there may be police involvement (e.g. if crime has been committed)	
9. Make sure the policy is shared with all members of the school community (e.g. through the school website, news-letters, CYP Friendly policy/Parent Friendly Policy)	

Appendix 2a



Appendix 2b

PATHWAYS OF HELP - Parents/carers

Lemington Riverside – Anti Bullying Policy

Step 1
Parent/ carer contacts school to report bullying allegation

Step 2
Parents/ carer arranges a meeting with appropriate staff member with responsibility for Anti-Bullying within school.

Discussion on the facts/Suggested ways forward/Short review time

Step 3
Review meeting/phone conversation/email

Step 4a
If issue is resolved; continue to all parties e.g. via discussion/Interview with all parties

Will use: suggested and agreed actions/strategies

Step 4b
If issue remains unresolved Parent/ Carer contact Head Teacher/Chair of Governors

Discussion/ Interview with all parties

Will use suggested and agreed actions/ strategies

If continues to be unresolved

Step 5

If LA maintained:

Details of LA complaints officer given to Parents/ Carers

Appendix 3

Exploring the school's actions to prevent and tackle homophobic and transphobic bullying

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http://www.schools-out.org.uk/wp-content/files_mf/1384363550OFSTEDexploringschoolsactionstopreventhomophobicbullying.pdf

- 1. Inspectors should make sure that questions are age-appropriate and asked in the right context.**
- 2. With primary pupil's inspectors might explore whether:**
 - Pupils ever hear anyone use the word 'gay' when describing something, or whether they have been told by teacher that using the word 'gay', to mean something is rubbish is wrong, scary or unpleasant and why it is wrong
 - Pupils ever get picked on by other children for not behaving like a 'typical girl' or a 'typical boy'
 - Pupils have had any lessons about different types of families (single parent, living with grandparents, having step-parents, having two mums or two dads)
 - Pupils think if there is someone born a girl who would rather be a boy, or born a boy who would like to be a girl, they would feel safe at school and be included.
- 3. With senior leaders, and when looking at documentary evidence:**

Inspectors might explore:

- Whether they are aware of any instances of homophobic or Transphobic language in school, whether this is recorded and how it is acted upon
- Whether this is recorded and how it is acted upon
- Whether there is any homophobic language used against staff
- Whether the school's bullying and safeguarding policies and equality objectives address gender identity and sexuality
- Whether training has been provided for staff in how to tackle homophobic/transphobic bullying, including language
- Whether the school has taken any action to ensure that provision meets the needs of lesbian, gay, bisexual and transgender (LGBT) pupils, for example in sex and relationships education and other
- Aspects of PSHE, including providing age-appropriate advice and guidance
- How the school seeks to support LGBT pupils and those from LGBT families whether policies promote safety for all groups of pupils regardless of sexuality or gender identity, including the use of language
- Whether there is specific mention of gender identity and sexuality in the equality, diversity, behaviour and bullying policies
- Whether policies include reference to carers as well as parents

4. With governor's inspectors might explore:

- How the school meets its statutory duty to prevent all forms of prejudice-based bullying, including homophobia and transphobia
- Whether they are aware of any homophobic/transphobic bullying or language in school and whether incidents are followed up effectively
- How they ensure that sexuality and gender equality are covered within the schools behaviour guidelines and policies

Further information and advice please refer to Appendix 10 'Safe to Learn: Embedding anti-bullying work in schools' Homophobic bullying

Appendix 4 Support Agencies we may consult

External 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: They equip young people, parents and professionals with the skills to tackle bullying and safeguarding issues across the UK. www.kidscape.org.uk Call:02077303300

ChildLine: advice and stories from children who have survived bullying Call: 08000 1111
www.childline.org.uk

Bullying on line: www.bullying.co.uk

The Diana Award: The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.
<http://www.antibullyingpro.com/>

The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for Schools to tackle bullying effectively. <http://www.bullyinginterventiongroup.co.uk/>

DITCH THE LABEL: One of the UK's largest and most ambitious anti-bullying charities. They provide support to thousands of young people ages 13-25 through their work and partnership with schools, colleges, parents/guardians, young people and other youth organisations.
<http://www.ditchthelabel.org/>

Online Bullying

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers. www.thinkyouknow.co.uk

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves <http://www.childnet.com/>

Digizen: provides online safety information for educators, parents, carers and young people.

Advice of Child Internet Safety 1.0: The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

Cyberbullying.org – one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

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

Sexting : “Cyberbullying” A qualitative study of children, young people and ‘sexting’ A report prepared for the NSPCC 2012 <http://www.nspcc.org.uk/globalassets/documents/research-reports/qualitative-study-children-young-people-sexting-report.pdf>

LGBT&Q:

Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education. www.schools-out.org.uk

Stonewall: An LGBT equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers. <http://www.stonewall.org.uk/about-us>

EACH: (Educational Action Challenging Homophobia): provides a national freephone

Action line for targets of homophobic or transphobic bullying and training to schools on sexual Orientation, gender identity matters and cyber homophobia. <http://www.each.education/>

Mermaidsuk.org.uk – family and individual support for teenagers and children with gender identity issues. www.mermaidsuk.org.uk

SEND

Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying. <http://www.anti-bullyingalliance.org.uk/send-programme>

Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people. www.mencap.org.uk

Changing Faces: Provide online resources and training to schools on bullying because of physical difference. <https://www.changingfaces.org.uk/>

Racism

Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism. <http://www.theredcard.org/>

Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for schools. www.kickitout.org

Anne Frank Trust: Runs a school's project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity. www.annefrank.org.uk

Parents

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

Parents Against Bullying Call: 01928 576152

