



# Leamington Community Primary School

*Together we make a Difference*

## Anti-Bullying Policy



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## **Leamington Community Primary School: Anti-Bullying Policy**

At Leamington Community Primary School, our staff, pupils and parents/carers work together to create a community where bullying is not tolerated. We promote an inclusive and supportive ethos where all members of the school community feel valued and safe.

### **Aims:**

To implement this policy, we will educate the children in regards to bullying and its consequences. We endeavour to ensure children at Leamington Community Primary School can recognise the signs of bullying and know how to deal with it effectively. Through the implementation of this policy we aim to help children to:

- Treat others as they wish to be treated themselves so that all relationships are based on respect, trust and consideration for others;
- Understand what bullying is and how to deal with problems confidently;
- Recognise the difference between isolated incidents and cases of bullying;
- Have the confidence to report any incident of bullying;
- Talk to an adult about their feelings if they have been a victim of bullying.

As part of this policy's implementation, school staff will:

- Discuss, monitor and review our anti-bullying policy on a regular basis;
- Ensure that there is always sufficient supervision at breaks and lunchtime to discourage bullying;
- Monitor the school's CPOMs system to identify signs of bullying across school;
- Identify bullying as early as possible and discipline accordingly;
- Support staff in identifying and tackling bullying appropriately;
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively;
- Report back to parents/carers regarding their concerns on bullying;
- Inform parents/carers if their child is the perpetrator of bullying and work with them to challenge this behaviour;
- Record all details of bullying on the school's CPOMs system;
- Seek to learn from anti-bullying good practice elsewhere and utilise the support of relevant statutory/voluntary organisations, when appropriate;
- Use our PSHE/RSE lessons and whole-school curriculum to develop the idea of the importance of being respectful and considerate to everyone;
- Use our Zones of Regulation approach to help children talk about their emotions and any worries/concerns they may have regarding bullying;
- Follow a consistent and robust approach to dealing with any cases of continuous bullying and involve the school's Governing Body, when needed.

## What is bullying?

At Leamington Community Primary School, we recognise bullying as an ongoing pattern of:

- Deliberately hurting other people, especially when people are unable to defend themselves;
- Teasing others, especially when the person being teased begins to feel unhappy about it;
- Calling others names, especially when the names are in regards to ethnicity, appearance, culture, gender, ability or any type of disability;
- Threatening to hurt others;
- Trying to take other people's possessions or money, by force;
- Demanding that others give them money or possessions;
- Forcing others to do things they know they shouldn't do;
- Deliberately hurting people, physically;
- Deliberately spoiling, damaging, taking or throwing away other people's belongings;
- Deliberately and frequently leaving people out of games, groups and other social activities;
- Exaggerating tales or spreading rumours, especially when meaning to hurt the person;
- Acting maliciously to each other either openly or by stealth;
- Making offensive comments to hurt or dominate;
- Any form of homophobic or racist behaviour;
- Any form of online bullying or inappropriate texting (see our Computing and E-Safety policy for further guidance on online bullying).

Isolated incidents of any of the above behaviours will be dealt with according to our behaviour policy. It is important to clarify that some activities can sometimes be reported as bullying but are not. In such circumstances, we encourage the children to discuss their concerns with an adult in school, who will be able to help them deal with the issue. These can be:

- Borrowing another person's belongings and forgetting to return them;
- Calling people by a nickname that they are happy with;
- Hurting people accidentally;
- Not wanting someone to join in, once a game is in progress (asking a child to wait for a more appropriate time in the game to join in);
- Giving good, sensible reasons why others cannot be included in a group activity, e.g. only enough roles for 3 or 4 people.

At Leamington Community Primary School, we endeavour to support children in understanding the reasons behind why some children may bully, with the aim to help them understand the concept and recognise the signs and consequences of such actions. We do this through our PSHE/RSE lessons and whole-school curriculum, as well as in assemblies and our participation in Anti-Bullying Week each year. Reasons why children may bully include but are not limited to:

- To act and look like they are tough;
- To hide their own fears;

- A misguided attempt to get others to like them;
- To copy others who bully, thinking them to be good role models;
- They are unhappy and are trying to hide a problem they have;
- They don't like who they are;
- A cry for attention, even if this attention is negative.

### **How do we discourage bullying?**

Bullying is not dealt with in isolation. At Leamington Community Primary School, it is seen in the wider context of the whole-school approach to behaviour management. Through our PSHE/RSE lessons and our whole-school curriculum, we teach the children that any form of bullying is unacceptable and will be dealt with, in every case. We endeavour to promote an inclusive and welcoming ethos in our school built on respect and the understanding that bullying will not be tolerated. As prevention is the best method of dealing with bullying, our curriculum, alongside assemblies based on the 'Leamington Values of Respect, Friendship, Honesty, Courage and Determination' and our annual Anti-Bullying Week will ensure children know how to identify the early signs of bullying and how to deal with this. This approach will also aim to educate those children who may become perpetrators of bullying and prevent them from going down this route and displaying such behaviour. Despite this whole-school approach, we realise that, unfortunately, there will be times when bullying may occur and at these times early intervention by staff is essential. Failure to deal with the bully or bullies can lead to increased aggression. Therefore, incidents of bullying will be dealt with promptly and according to this policy.

### **What can you do if you are being bullied?**

A bully is looking for a reaction of discomfort, from the person that they are bullying. This makes them feel that their bullying has been successful. Initially try to laugh at them, or ignore them. If they see that you are unaffected, they will often go away and it will be an isolated incident. Tell them that their behaviour is making you unhappy so, if they are behaving like this for a joke, they know you want them to stop. If it is a group that is making you unhappy, speak to one of its members and tell them that it isn't funny.

If this behaviour then continues, it becomes bullying and you must act. Most importantly, don't keep it a secret. Get help by telling a teacher or an adult in school. As a school, we promise to react, investigate the situation and make every effort to stop the bullying. The victim will receive an apology; the incident will be recorded on the school's CPOMs system and the perpetrator(s) will receive a sanction according to the school's behaviour policy. Parents/carers will also be informed.

If you feel you cannot tell a member of staff, you should tell your parents/carers immediately. Parents/carers are then asked to contact school so we can deal with the issue. It is easier for us to respond to incidents of bullying when it has happened recently. Memories are fresh and witnesses easier to question.

If you are being bullied online, you can report the user using the 'report' button on social media sites. Take screen shots of any messages you receive then block the user so it cannot continue. Show your parents/carers the evidence. Please see our Computing and E-Safety policy for further guidance.

## **Who can help?**

There are many people in school that can help you if you feel you are being bullied. Telling someone is the most important thing to do when being bullied, even if the bully/bullies tell you not to.

People in school that can help:

- Your class teacher or LSO;
- The Headteacher or Deputy Headteacher;
- A member of the Inclusion Team;
- A lunchtime supervisor;
- Office staff;
- External specialist teacher (e.g. PE coach, Spanish teacher, Music teacher);
- Your friends in school.

People at home that can help:

- Your parents/carers;
- Siblings;
- Family members (cousins, aunts, uncles, grandparents etc.);
- Friends outside of school;
- A trusted adult that runs a club that you attend (dance teacher, football coach etc.).

## **How can you help if someone is being bullied?**

If you notice any signs that someone is being bullied, it is important to reach out and try to help as they may be too worried about reporting it. There are many ways that you can help:

- Report it to an adult in school;
- Tell your parents/carers so they can inform school;
- Talk to them and tell them you have noticed they seem unhappy;
- Be a friend to them;
- Listen to them;
- Advise them to tell an adult and maybe go with them for support;
- Include them in your games/activities so they are not alone;
- Be a mediator, although it is best to get an adult to help with this.

## **What are the consequences of bullying at Leamington Community Primary School?**

Bullying is considered unacceptable, but whatever preventative measures are in place, there are times when it will take place. Those who bully have to face certain consequences of their actions. Depending upon the severity and regularity of incidents, these consequences can include:

- In-depth discussion regarding the incidents and behaviour, with focus on the reasons behind the bullying with the class teacher, Key Phase Lead, Deputy Headteacher or Headteacher;
- All details will be recorded on the school's CPOMs system;
- Verbal or written apology given to the victim;
- Withdrawal of privileges for a period of time;
- Parents/carers informed via phone call or meeting in school;
- Provision from the Inclusion Team identified and implemented according to the reasons behind the bullying (pastoral support will also be available for the victim, if required);
- Behaviour tracker, reviewed regularly by the Inclusion Team and Headteacher;
- Fixed-term exclusion from school. School will liaise with parents/carers throughout the process and it is hoped that exclusions will not be the result and are used as a last resort.

Please note; it may be necessary to miss out some of the above consequences, e.g. in extreme circumstances, a child may be excluded earlier in the process, and pastoral measures employed on their return. This will occur if a child's safety is at risk. Every effort will be made by school to encourage and support positive behaviour with reinforcements and praise. Bullying is infrequent. Parents/carers are reminded of their right to appeal against actions of the school, in which case they should refer to the Governors, having first discussed their grievances with the class teacher then the Deputy Headteacher/Headteacher.