



Antibullying Policy 2019-2020

Audience:	Parents School staff Local Governing Bodies
Approved:	
Other related policies:	Equality, SEND, Child Protection, Online Safety, Attendance, Health and Safety, Behaviour
Policy owner:	Andy How
Policy model:	
Review:	
Version number:	1

Introduction

We 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 are aware that they should 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.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors, teaching and non-teaching staff should 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
- As a 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

Designated Member of Staff – Mr Andy How

What Is Bullying?

At Lower Farm Academy, we define bullying as three things which have to happen at the same time to hurt somebody either physically, mentally or emotionally:

1. Use of power - size, strength, knowledge or number.
2. Deliberate - done intentionally/on purpose (not by accident/in the heat of the moment).
3. Repeated - it happens again and again.

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 focusing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet, such as email, social networking sites and chat room misuse Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Why is it Important 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. As a school, we take our responsibility to respond promptly and effectively to issues of bullying seriously.

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 that they should investigate if a child:

- Is frightened of walking to and from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions go "missing"
- Asks for money or starts stealing money (to pay the bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

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

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your Circle Time
- Ring Childline and follow the advice given

Procedures

A	Very serious. Intent to harm – whether verbal or physical – which is deliberate and racially motivated; or motivated by discriminatory attitudes. Further concerns around potentially extreme attitudes expressed during follow up discussion, lack of capacity to understand why it was wrong, or communicates a firmly held belief that it was not wrong. Lack of remorse. Significant follow up action may be required.
B	Serious. Some intent to harm –whether verbal or physical – and where racial or other discriminatory attitudes/actions are deliberately and knowingly used as the vehicle to cause this harm. During follow up discussion, some understanding of the inappropriateness of this action may be expressed to some degree, but the pupil is typically unable to convincingly demonstrate remorse or show empathy linked to the bigotry which has been displayed. Significant follow up action may be required.
C	Moderate. Inappropriate use of language, representing a deliberate and calculated willingness to insult another pupil. Expresses understanding and clear remorse that it was wrong/inappropriate. Follow up action may be required to diminish/challenge stereotypes or to reinforce positive attitudes, tolerance and respect for others.
D	Minor. Thoughtless use of language, possibly a knee-jerk response to a heated situation, but no further evidence of discriminatory attitudes and minimal likelihood of recurrence. Expresses genuine regret.
E	Minor. Accidental use of language. Lack of understanding of language being used and its implications. No malice intended. Typically this would apply for younger children.

1. Report bullying incidents to staff. All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff
2. The incidents will be recorded by staff using the incident log on Arbor
3. In cases A-C, parents should be informed and will be asked to come into school for a meeting to discuss the problem.
4. If Peer on Peer abuse is suspected record immediately on Myconcern and seek advice from a designated Safeguarding lead.
5. If necessary and appropriate, police and or Children’s Social Care will be consulted.
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
7. An attempt will be made to help the bully (bullies) change their behaviour.
8. All incidents of bullying will be discussed with all relevant staff during Monday morning briefing. Parents of the children involved will also be informed, in order that everyone can be vigilant and that bullying may be prevented from happening in the future.
9. Incidents of bullying will be discussed with the Governing Body (Safeguarding Governor)

Outcomes

1. All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.
2. Parents of the victim may also be questioned about the incident or about their general concerns.
3. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place including time out, internal exclusion
4. In some cases, outside agencies may be requested to support the school or family in dealing with bullying eg police, counsellor etc.
5. In serious cases, suspension or even exclusion will be considered.
6. If possible, the pupils will be reconciled.
7. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
8. Risk assessment will be used where relevant to ensure safety of all children and determine the best control measures in light of the risk.

Prevention

We feel that it is as important to try to prevent bullying, as it is to deal with incidents of bullying. In this way, we hope that we are preparing children for life outside school as well as ensuring that time in school is happy and safe.

- The ethos and working philosophy of Lower Farm means that all staff actively encourage children to have respect for each other and for other people’s property. We do this through our behaviour values and through the delivery of our Spiritual, Moral, Social and Cultural and British Values curriculum.
- Good and kind/polite behaviour is regularly acknowledged and rewarded

- Staff will regularly discuss bullying. This will inform children that we are serious about dealing with bullying and lead to open conversations and increased confidence in children to want to discuss bullying.
- Staff will reinforce expectations of behaviour as a regular discussion.
- Staff will follow the equality policy; welcoming every child to our school
- Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.
- Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings.

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- Holding anti-bullying days/weeks
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters
- Using circle time to address issues as a class
- Using 'worry boxes' or feelings circles so that children can express that they need to talk in private

Advice to Parents

As the parent of a child whom you suspect is being bullied:

1. Report bullying incidents to the class teacher
2. In cases of serious bullying, the incidents will be recorded by staff and the Head Teacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour.

Do Not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to resolve.

Useful Website Addresses

The information contained on these websites may be of interest:

- <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- www.childline.org.uk
- www.kidscape.org.uk
- www.antibullying.net
- www.bullying.co.uk