

LINWOOD SCHOOL ANTI-BULLYING POLICY

Updated June 2015 Health and Wellbeing Group, School Council. Updated June 2018 Gemma Talbot and Sue Bridle.

This Policy has been written taking into account the United Nations convention on the Rights of the Child Article 19 which states 'All children should be protected from violence, abuse and neglect'.

WHAT IS BULLYING?

- behaviour that causes emotional or physical harm to a target or group e.g. name calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; text messaging and e-mailing where it is unwelcome; gossiping; threatening gestures and looks; ignoring; nasty notes; excluding people from groups and spreading hurtful and untruthful rumours
- repeated over time
- can include attitudes of prejudice (racial and sexual harassment/sexual orientation and gender e.g. homophobic comments, disability references)
- enacts an imbalance of power between those involved
- is carried out by someone who is actively seeking to harm, intimidate or coerce someone perceived as vulnerable

The School is committed to

- a policy of equal opportunities for all, founded on the principles of trust, responsibility and respect for others.
- a belief that it is the basic right of all children and young people to receive their education free from fear and humiliation, oppression and abuse.
- creating and maintaining a secure and safe environment for the pupils in our care, so that parents may send their children to school confident in the knowledge that they will do everything in their power to protect them from bullies.
- ensuring staff consistently model positive behaviour in their interactions with each other, with parents and carers, and with pupils
- having a set of clear, inclusive values that are understood and lived by all members of the school community
- having a behaviour policy that is explicit about the way in which pupils should treat each other and the messages are consistently reiterated and reinforced
- ensuring pupils and staff understand the importance of using inclusive and non-derogatory language
- helping pupils to understand the difference between banter and interactions that can threaten or hurt
- provide appropriate and regular training to give all staff the knowledge, skills and confidence to teach pupils about diversity and the effects of bullying
- ensure staff consistently and firmly challenge inappropriate interactions, including prejudice-based and aggressive language.

POLICY

All adults and children at Linwood School have the right to work free from harassment, humiliation and abuse. Bullying in any form, whether physical, verbal or cyber will not be accepted. Every person who is part of Linwood School has a responsibility to take action if they are aware of bullying. The school will aim to prevent bullying by delivering an anti-bullying programme through the Personal Social and Health Education programme and ICT lessons. This may be during discreet timetabled slots, circle time or through other areas of the curriculum. The organisation, administration and practices within the school will reflect the commitment to the prevention of bullying. The school's Personal Social and Health Education policy, ICT and other related policies on Behaviour should also be read in conjunction with this policy.

PARENTS/CARERS

The Senior Leadership Team and Governors will ensure that policies, practices and consequences are clear to parents through the school prospectus and home school agreement. Parents are signposted to this policy via the school website. The school will also involve the Safer Schools Community Team as necessary. Parents are encouraged to contact the school immediately if they feel their child is being bullied. There is a dedicated email address for safeguarding which parents can use to report bullying incidents or raise concerns.

PUPILS

Pupils at Linwood School need to understand what bullying is, its causes, effects and methods of prevention. All pupils will be given a Linwood anti-bullying booklet, which will be symbolised to support understanding.

We use the approach -

Say what you feel
Ask for help
Find an adult
Exit the area

Pupils will be taught that they have a duty to themselves and others in preventing bullying. Pupils have a vital role in the prevention of bullying. Action must be taken by drawing the attention of the adults in the school to anything, which from their point of view may give the opportunity for bullying to occur.

Pupils are taught that those who tolerate bullies are supporting them. Pupils are taught that positive action from peers can discourage bullying. The PSHE programme has a strong emphasis on relationships and pupils are encouraged to talk to family members and staff if they are worried about anything. Staff should address the issues and if there are any continuing difficulties these should be forwarded to the Designated Safeguarding Lead. Issues can also be raised through the School Council. In consultation to pupils there are 'Here to Help' boxes on all sites to enable pupils to write confidentially to the Designated Safeguarding Lead. Each class has a positive behaviour poster, golden responsibilities or class charter written by the staff and pupils these are displayed in the class which promote positive relationships and behaviour.

STAFF

This relates to all adults employed by the school. As part of induction procedure staff are asked to read the anti-bullying and whistle blowing policies. Concerns in relation to bullying should be shared with the staff manager of the campus concerned.

Staff are encouraged to remember that not to act is to condone.

PROCEDURE

Bullying may be dealt with individually or within a class group. The class teacher will decide this. In severe cases of abuse the Executive Head teacher/ Designated Safeguarding Lead should be informed immediately.

- All pupils must be listened to and all allegations of bullying investigated and recorded on IntegrisG2.
- All instances of suspected bullying must be recorded whether they occur during lesson time or in the playground.
- The person who initially dealt with the incident will record the incident, those involved and the action taken.
- Parents/carers of all parties will be informed by telephone or through the home / school logbook of the incident and action taken.
- If there are repeated incidents, the parents of all parties will be invited to talk to the class teacher with the Phase Leaders and discuss support strategies for all pupils involved.
- These strategies may include individual / support Action Plans, Report Forms and Behaviour Contracts.
- Minutes will be taken and a copy placed in the pupils' purple file and one to be given to the Designated Safeguarding Lead.
- Concerns may be discussed with the school's Educational Social Worker or the Safer Schools and Community Team. Where appropriate information will be recorded on MyConcern including the original concern and any actions/follow up information.
- In severe cases, a pupil who is persistently threatening the safety and education of others and has not responded to the strategies put in place may be excluded from the school. This will be at the discretion of the Governors and the Executive Head teacher.
- Staff must use carefully considered strategies as it is essential not to reinforce the idea that bullying is a legitimate way of exercising power and control.
- The Senior and Middle Leadership Team support all staff in dealing with bullying should it occur and facilitate staff training and development. This will be acted upon and developed through the school annual audit and form part of the School Development and Improvement Plan if deemed necessary.
- The Local authority provide a Prejudice Incident Support Pack with a reporting form. These will be completed and sent when required.

All staff have a role to play in creating and maintaining a climate and attitude within the school which does not sustain bullying. This is mainly concerned with valuing others and treating everyone, their property and the school with respect. Examples to pupils of good practice are essential and would include ensuring that notices around the school are polite and positive and that the staff treat each other and pupils with consideration.

MONITORING, REVIEW AND EVALUATION

The policy will be reviewed by all staff and the School Council every 3 years in line with the schools rolling programme.

The whole school will be involved with the National Anti-Bullying week.

This policy should be read in conjunction with the following school policies: -

Behaviour Policy

Equal and Diversity Policy

Safeguarding and Child Protection Policy



"Entitlement plus opportunity"

Anti-Bullying in the Workplace Policy (BBC)
PSHE Policy
E Safety Policy

Reference:

Preventing and Tackling Bullying, DFE 2013

No Place for bullying, Ofsted 2012

Preventing and Tackling bullying, DFE October 2014