



LINWOOD SCHOOL **ANTI-BULLYING POLICY**

Updated June 2015 Health and Wellbeing Group, School Council. Updated May 2018 Gemma Talbot and Sue Bridle. Updated July 2021 Sue Bridle and Andy Maher.

This Policy has been written considering 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

The School is committed to

- A policy of equal opportunities for all, founded on the principles of trust, responsibility and respect for others.
- A believe 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 friendly exchanges 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 (including cyber 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 act. 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. Where appropriate, the school will engage with outside agencies to support parents with issues regarding cyber bullying and safe internet use. They are encouraged to contact the school immediately if they feel their child is being bullied. There is a dedicated email address for safeguarding.

PUPILS

Pupils at Linwood School need to understand what bullying is, its causes, effects and methods of prevention. Each class will have a 'Stop Bullying' poster which staff can refer to help support pupils to feel safe. 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 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.

STAFF

This relates to all adults employed by the school. As part of induction procedure staff are asked to read the prevention of bullying and harassment at work and whistle blowing policies. Concerns in relation to bullying should be shared with the staff manager of the campus concerned and/or Human Resources department (HR). 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 Headteacher/ Designated Senior Person for Child Protection should be informed immediately.

- All pupils must be listened to and all allegations of bullying investigated and recorded on Arbor/My Concern where appropriate
- All instances of suspected bullying must be recorded
- 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 will be invited to talk to the class teacher with the Phase Leaders and discuss support strategies for both victim and bully. (Carefully considered strategies as it is essential not to reinforce the idea that bullying is a legitimate way of exercising power and control.)
- Concerns may be discussed with other agencies
- 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 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 a developed through the school annual audit and form part of the School Development and Improvement Plan if deemed necessary.

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 Opportunities and Racial Equality Policy



LINWOOD
TRAINING, SUPPORT & ADVICE

Executive Headteacher: Gemma Talbot

Child Protection/Safeguarding Policy
Anti-Bullying in the Workplace Policy (BCP)
PSHE Policies
Internet Safety Policy.

Reference:

No Place for bullying, Ofsted 2012
Preventing and Tackling bullying, DFE July 2017