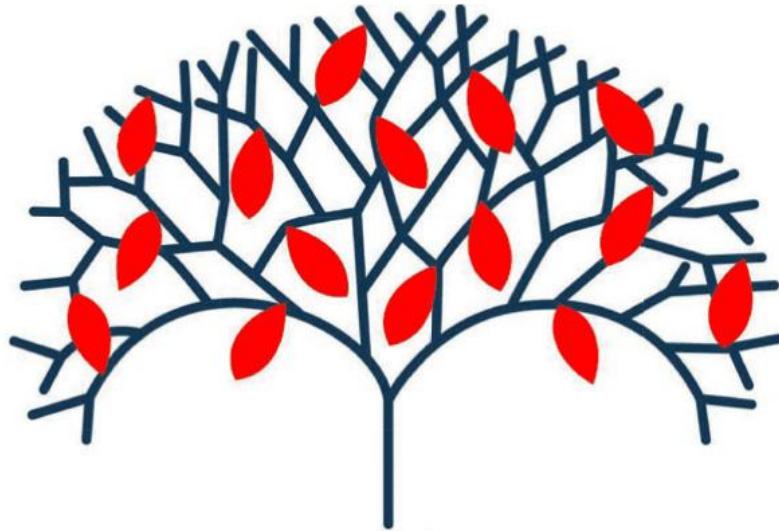


Anti-Bullying Policy



Lindow

Community
Primary School

Lindow Community Primary School

Policy approved: December 2023

Policy review: December 2026

This policy is based on DfE guidance Preventing and Tackling Bullying July 2017 and supporting documents. It also considers the DfE statutory guidance Keeping Children Safe in Education and Sexual Violence and Sexual Harassment Between Children in Schools and Colleges Guidance. The setting has also read Cyberbullying: Understand, Prevent and Respond: Guidance for Schools published by childnet.com and the DfE research into anti-bullying practices.

This policy outlines what Lindow Community Primary School will do to prevent and tackle all forms of bullying. It has been adopted with the involvement of the school community. The school is committed to developing an anti-bullying culture where the bullying of children or adults is not tolerated in any form.

The school is an associate member of the 'Anti-Bullying Alliance' and school staff have received accredited training on anti-bullying.

Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- Behaviour Regulation & Relationships Policy
- Safeguarding & Child Protection Policy
- Confidentiality policy
- Online Safety Policy
- Complaints policy

Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- The Education (Independent School Standards) Regulations 2014
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

School ethos

Lindow Community Primary School does not tolerate any form of bullying. By effectively preventing and tackling bullying our school can help to create a safe environment, where pupils are able to learn and fulfil their potential.

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to monitor and review this policy.

- All staff, including: senior leadership, teaching, non-teaching staff and governors to support, uphold and implement this policy.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Definition of bullying

Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE, Preventing and Tackling Bullying, July 2017)

Bullying can include name calling, mocking, making offensive comments; hitting; taking belongings; offensive graffiti; excluding people from groups and spreading hurtful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of child on child abuse. It can be classes as emotional abuse.

Forms and types of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying including:
 - Bullying related to physical appearance
 - Bullying of young carers, children in care or otherwise related to home circumstances
 - Bullying related to physical/mental health conditions
 - Physical bullying
 - Emotional bullying
 - Sexual bullying, child on child sexual harassment
 - Bullying via technology, known as online or cyberbullying
 - Prejudiced based bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic LGBT bullying)
 - Gender based bullying, including transphobic bullying

Preventing bullying

The School will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).

- Recognise that bullying could happen to and from school. Talk to the children about kind actions when both inside and outside of school. Strategies given to children about what to do if they are worried about anything.
- Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including ‘banter’) which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children.
- Celebrate success and achievements to promote and build a positive school ethos.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff, including: teaching staff, support staff (e.g. administration staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school’s policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through scheme of work, displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
- Provide systematic opportunities to develop pupils’ social and emotional skills, including building their resilience and self-esteem.

Responding to bullying

The following steps will be taken when dealing with all incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern using staff procedures.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The Deputy Headteacher will become involved and interview all parties.

- The Headteacher will be informed of all bullying matters.
- The Deputy Headteacher will speak with and inform other staff members, where appropriate.
- The Deputy Headteacher will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Other agencies may be consulted or involved as necessary.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the Deputy Headteacher will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour and regulation policy.
- A clear and precise account of bullying incidents will be recorded by the school on CPOMS. This will include recording appropriate details regarding the event, decisions and action taken.
- Support will be provided for pupils who have been bullied by:
 - Reassuring the pupil and providing pastoral support.
 - Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
 - Working towards restoring self-esteem and confidence.
 - Providing ongoing communication and support, engaging with parents and carers.
 - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance
- Support for pupils who have perpetrated bullying will be helped by:
 - Discussing what happened, establishing the concern and the need to change.
 - Informing parents/carers to help change the attitude and behaviour of the child.
 - Providing appropriate education and support regarding their behaviour or actions.
 - If online, requesting that content be removed and reporting accounts/content to service provider.
 - Sanctioning: this may include; warnings, removal of privileges (including online access when encountering cyberbullying concerns), and if necessary fixed-term or permanent exclusions.
 - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Monitoring and review: putting policy into practice

The school will ensure that they regularly monitor and evaluate the policy within the specified timescale.

Any matters identified will be incorporated into the school's action planning.

The Headteacher will be informed of bullying concerns, as appropriate.

The named safeguarding governor will report to the governing body incidents of bullying, including outcomes.

Useful links and supporting organisations

Further information and advice can be found on the websites of the following organisations:

Bullying

Anti-Bullying Alliance

Childline

Family Lives

Kidscape

MindEd

NSPCC

PSHE Association

Restorative Justice Council

Victim Support

Young Minds

Young Carers

SEND

Changing Faces

Mencap

DfE: SEND code of practice

Cyberbullying

Childnet

Internet Watch Foundation

Think U Know

UK Safer Internet Centre

The UK Council for Child Internet Safety (UKCCIS)

DfE 'Cyberbullying: advice for headteachers and school staff'

DfE 'Advice for parents and carers on cyberbullying'

Race, religion and nationality

Anne Frank Trust

Kick it Out

Report it

Stop Hate

Tell Mama

Educate against Hate

Show Racism the Red Card

LGBT

Barnardo's LGBT Hub

Metro Charity

EACH

Proud Trust

Schools Out

Stonewall

Sexual harassment and sexual bullying

Ending Violence Against Women and Girls (EVAW)

Disrespect No Body

Anti-bullying Alliance

DfE 'Preventing and Tackling Bullying' (July 2017)

Appendix A