# LENT RISE SCHOOL

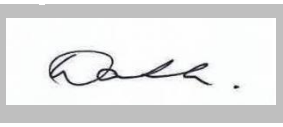
*'Learn, Reach, Shine'*




# Anti-bullying Policy

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**Abstract: This policy sets out the schools definition of bullying, how we set out to prevent bullying from occurring and how we deal with instances of bullying that do occur.**

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| **Approved by:** | Mrs M Young<br>Chair of Governors |  |
| **Approved by:** | Mrs J Watson<br>Headteacher |  |
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This policy has been developed through consultation with pupils, staff and parents. We have worked closely with our school council to shape and write sections of this policy and would like to thank them for their input.

**Introduction**

At Lent Rise School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life experiences and help them maximise their potential.

We would expect pupils to feel safe in school and want them to feel confident to seek support from school should they feel unsafe.

Children and young people need to grow up in a caring and nurturing environment where they feel valued. The ethos and atmosphere of a school is an essential factor when dealing with incidents of bullying.

Lent Rise School is committed to developing a relational approach to behaviour management and anti bulling systems to enhance effectiveness for all. In doing this, Lent Rise School is committed to being a 'Trauma Informed and Attachment Aware' community.

This means all stakeholders understanding how trauma, like abuse or neglect, affects a child's development and learning, and they use this knowledge to build secure, empathetic relationships and environments where vulnerable children feel safe and supported. This approach fosters trust, helps children regulate their emotions, and creates a positive school culture that promotes resilience and effective learning, rather than relying on sanctions.

What is bullying?




**Words gathered from our School Council, Yrs2-6, March 2023**

Bullying is behaviour that hurts someone physically or mentally. It happens more than once, usually over time.

Bullying can include:

- Physical abuse e.g. hitting, slapping, punching and kicking.
- Verbal abuse e.g. name calling, threats and insults.
- Psychological abuse e.g. implied threats, extortion and blackmail.
- Cyberbullying e.g. being threatened taunted through the internet, mobile phone.
- Sexual harassment, including teasing and taunting on the grounds of sex or sexual orientation.
- Racial harassment, including teasing and taunting on the grounds of ethnic origin.
- Socially unacceptable behaviour, such as spitting, being rude and excluding victims from shared activities.

- Organising others to bully by way of threats or rewards yet remaining distanced from the bullying incidents.
- Abuse for which there is no provocation.
- Homophobic bullying e.g. teasing and threatening children about their sexual orientation or gender identity or their families' choices.
- Bullying related to specific groups of children e.g. children with special educational needs, looked after children, children with health conditions.

Bullying is different from teasing or 'friendly banter' because:

- The bully wants to make the other person feel bad.
- It happens over and over again
- The bully wants to control or have power over the other person

**Cyber bullying**

Cyber-bullying can include:

- Spreading lies about or posting embarrassing photos or videos of someone on social media
- Sending hurtful, abusive or threatening messages, images or videos via messaging platforms
- Impersonating someone and sending mean messages to others on their behalf or through fake accounts

Source - Unicef

Cyber bullying can be particularly traumatic for children as it can be inescapable. Parents and children should report incidents of cyber-bullying involving children from the school in the same way as incidents of physical bullying. In addition, they may wish to report or block inappropriate messages or accounts using the relevant platform.

**What is the impact of bullying?**

Bullying can cause:

- Anxiety and depression
- Physical hurt
- Damage to an individual's self-worth and confidence, they may start to believe what the bully says is true
- Aggression – bullying can make a child physically aggressive if they feel they need to stand up for themselves
- Unwillingness to return to school
- Loss of concentration in lessons

**Signs someone is being bullied could include:**

- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others
- Books, bags and other belongings suddenly go missing or are damaged
- Change to any behaviour or established habits (e.g. mood, confidence, giving up music lessons, change to accent or vocabulary) becoming withdrawn or unusually quiet, tiredness due to sleep problems
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed / submissive body language and poor eye contact
- Talking of self-harm, suicide or running away

**What causes bullying?**

- Bullying makes the bully feel powerful. They may need to do this because they themselves are hurting, or don't feel they have power or control in another area of their life.
- A bully may have an inability to empathise with others
- Children who have been bullied might also bully

**Who can be a bully?**

- Bullying is about power and control. Children may become bullies if they feel an area of their own life is out of control.
- Children who have been bullied or made to feel vulnerable by other children or adults may themselves become a bully.

**Who is most vulnerable to being bullied?**

- Children with extra needs – like special educational needs, a disability or a medical condition
- Children who don't know what to do if they are bullied
- Children who would be too afraid to speak out
- Children who identify as LGBTQIA+
- Children from an ethnic or cultural background
- Children whose backgrounds are not seen as familiar to others

**What is the role of other children?**

Other children or 'bystanders' play a vital role in tackling bullying; they can:

- stand up for the child being bullied – bullies like an audience and they may stop if they see their behavior is unacceptable to their peers
- be the one their friends can tell if they are being bullied
- know what to do if their friend is being bullied
- refuse to be a 'sidekick, bullies often bully in teams and may lose confidence if they have to continue alone

- offer kindness and friendship to other children, especially those who are lonely. Bullies use friendship as a form of control and will single out children who do not have many friends.

**What will happen if bullying is reported?**




- Anyone can report an incident to the school through normal communications systems including face to face, email or phone.
- All reported incidents will be taken seriously and investigated involving all parties.
- We will communicate with parents of the child being bullied and the child accused of bullying
- We do not disclose details relating to other individual children, including consequences given. We understand that this can be frustrating to parents who want specific details about the actions taken against the perpetrator, but it is not appropriate to discuss an individual child with other parents and we ask parents to understand and respect this. We will do our best to outline the types of consequence or support options we use at the school to reassure parents of the actions that may have place. of responses appropriate to the situation will be considered including:
    - A solution focused approach
    - A restorative approach
    - Circle of friends
    - Team around the child
    - Individual work with victim and perpetrator
    - Referral to outside agencies

- Explanation of the schools' behaviour policy and school consequences and how these may be applied including what actions will be taken if bullying persists
- Follow up, if required, keeping in touch with the person who reported the situation
- Therapeutic support for the victim and/or perpetrator

**How can bullying be reported?**

Bullying can be reported to any member of staff by children or parents. Children are encouraged to report incidents of bullying to trusted adults even if they are happening to other children. Reports can be made in confidence, however it may be essential to break this confidence should anyone be at risk of harm. The staff member will explain if this needs to happen.

Parents are encouraged to raise issues with the school as early as possible. Office staff can make an appointment for parents with the class teacher in the first instance. This can be followed up with support from the Phase Leaders and Senior Leadership team if required.

**How long will it take to get a response?**

We will acknowledge any reports of bullying within 24 hours. Investigations may take several days and we will aim to stay in contact with the appropriate parties to update them on progress.

**To prevent bullying we will:**

- Train staff in relational approach to support behaviour regulation approach.
- Regularly use the school curriculum to tackle and talk about issues relating to bullying
- Focus curriculum input on areas of concern such as Cyberbullying and internet safety
- Give children a say through encouraging Pupil Voice so children feel listened to and know that their concerns are important and their opinions valued
- Give children the lead on talking about bullying through child led assemblies
- Promote and reinforce self-respect, resilience and assertiveness and teach children growth mindsets
- Recognise and celebrate the diversity of achievement of pupils – academic achievement should be celebrated but so should efforts to improve behaviour and living our school values.
- Encourage emotional intelligence though helping children to understand the impact of their actions and empathise with others
- Provide training to teachers, non-teaching staff, governors and parents who act as voluntary helpers in school on how to tackle problems of bullying.
- Give older children responsibilities for tackling bullying so they feel ownership for looking after younger years
- Encourage playground games which can be shared by everyone

- Ensure breaktimes and lunchtimes supervision is adequate and effective
- Support and promote Anti-Bullying week annually in November, holding activities and assemblies to spread the word about the school's anti-bullying policy.
- Recognise and celebrate a variety of organisations and charities promoting inclusion, wellbeing and mental health e.g. Show Racism the Red Card, Hello Yellow, WDSD, Antibullying week
- Promote our 'Open door' policy so parents and children feel comfortable sharing even small issues
- Ensure our LRS buddies are trained to deal with minor friendship issues and to recognise and report incidence of bullying
- Provide ELSA and other therapeutic support to children identified as at risk of being a victim or perpetrator of bullying to encourage resilience and emotional literacy
- Arrange support from professionals including PCSOs and NHS teams where particular individual or group issues are highlighted
- Evaluate behaviour and relationship policies to check that they are effective and amend them as necessary.

**Consequences**:

Consequences will be considered and decided for each individual situation and within the parameters of the School's Behaviour Regulation and Relationships Policy.

Consequences may include:

Lunchtime, Internal or fixed term suspensions or where there is no alternative permanent exclusion.

**Recording bullying incidents**

Reports of bullying are recorded and collated by the Deputy Headteacher and DSL team.

**Responsibility**

It is the responsibility of the whole school community to ensure that this policy is followed and to ensure that everyone in school knows and understands that bullying is not tolerated.

It is the responsibility of the Headteacher, senior leadership team, teaching staff and non-teaching staff to carry out the correct interventions when necessary; and to make parents and pupils aware of the policy and sanctions available to address bullying.

**Useful Websites**

http://www.anti-bullyingalliance.org.uk/about

http://www.thinkuknow.co.uk/

http://ceop.police.uk/

http://www.childline.org.uk/Pages/Home.aspx

http://www.anti-bullyingalliance.org.uk/

This policy will be reviewed every year to ensure that it is kept up to date, as well as if there is a bullying case which suggests the policy needs reviewing