



# Anti-Bullying Policy

## Lodge Lane Infant School (Academy)

UNDER REVIEW

<b>This policy was approved by the Local Governing Body on:-</b>	2017-18
<b>The policy owner is:</b>	Head Teacher
<b>This policy will be reviewed by the Local Governing Body in: (unless earlier review is recommended by the Trust)</b>	2019-20
<b>Signed by the Chair of the Local Governing Body:-</b>	Miss Michelle Cole

# Anti-bullying Policy

## School Values and Aims

The anti-bullying policy is based upon our school aims and values. These are:

### **Respect**

To promote respect through our everyday interactions

### **Responsibility**

To learn to take responsibility for ourselves, others and the world we live in

### **Equality**

To provide for the needs of all learners within the school community: children, staff, parents and governors

### **Aspirations and Achievements**

To develop high expectations, for all learners to make good progress and develop as independent, inquisitive thinkers

### **Learning Environments**

To maximise opportunities to learn both inside and outside

### **Partnerships**

To develop effective partnerships that promote learning

### **Reflective and highly trained staff**

For all professional members of the school community to actively take responsibility for their own professional development

These aims and values have been carefully chosen to develop a whole school ethos which promotes the development of attitudes which foster high levels of respect, responsibility and an understanding that everyone has equal intrinsic value.

These values and aims support the development of a whole school community which will foster values which lead to children developing high levels of respect and responsibility for our own actions: consequently children and adults at Lodge Lane staff should not tolerate bullying.

All staff and governors are fully committed to providing an environment where children feel safe and secure. We believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour and it is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

## **Key Messages about bullying at Lodge Lane Infant School**

- Bullying is wrong – it hurts children and is detrimental to their self esteem
- We can stop bullying if we all work together
- Don't watch other people being hurt, do something: either tell the bully to stop or tell an adult
- Say no in a loud voice (and place hand up) when someone does something you do not like
- Nothing gets solved by fighting back
- Listen and respect what other people say and do
- If someone bullies you don't stay quiet, tell someone you trust

## **What is Bullying?**

We define bullying as intentional and repeated acts against the same child or the same child using the same behaviour against a number of different children.

It can be:

- Physical – A child can be physically punched, kicked, hit, spat at, etc.
- Verbal – This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- Exclusion – A child can be bullied simply by being excluded from discussions/activities.
- Damage to Property or Theft – Pupils may have their property damaged or stolen. Physical threats may be used in order to make the pupil hand over property to them.

## **How do we prevent bullying?**

A number of whole school practises and curriculum opportunities are designed to promote the school's values and aims and directly relate to preventing any occurrences of bullying.

## **Developing a 'Listening school'**

We take children seriously at all levels. It is our aim that staff and children will be equal partners when learning in the classroom and the high level of respect they are shown develops an ethos where they know they will be listened to and taken seriously. This promotes relationships which are built upon trust and encourages children to share concerns with staff when they occur.

To help children feel confident about speaking to adults in school we may ask them to identify five key people in their life who they would feel comfortable speaking to if they were worried or anxious about something. This is in order to create a listening culture which reassures children they will be taken seriously. This is called a 'high five'.

## **Developing high expectations for children's social and emotional skills**

We view children's behaviour as an outcome of their social and emotional skills. We have high expectations for children's behaviour which is underpinned by positive relationships between adults and children, and a values-led curriculum. Interventions

are planned for children who need additional support for their social and emotional skills; these include Time for You, Positive Play and Solution Focussed strategies.

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## **Assemblies**

The school's assemblies are based upon promoting the school's values and aims. We use stories, songs, festivals and promote good positive attitudes and behaviour to develop these values on a daily basis. Children are encouraged to be proactive in preventing bullying. They are taught to say 'no' and place a hand up in a stop action when they are unhappy about the actions of others towards themselves. Children are also encouraged to tell an adult whenever they are unhappy about an incident that has happened to themselves or to someone else.

## **Circle Time**

All children experience planned Circle Time sessions on a weekly basis. Activities in these sessions develop children's self esteem, their social and emotional skills and their awareness of their own and other's needs.

## **Other curriculum Opportunities**

We have an inquiry based curriculum which is based on our values and aims. By threading the school's values and aims through the curriculum the children will develop a deeper understanding of these and they will make a bigger impact upon their attitudes and behaviour.

## **How do we know when bullying is happening?**

Significant changes in children's behaviour e.g. mood swings, being withdrawn or a deterioration in their work usually signifies they are unhappy. If this is observed in a child they will be discretely monitored and spoken to in a sensitive way by someone the school feels they will trust and be most comfortable with. Staff will speak to parents discretely if they observe changes in children's behaviour to see if anything has been disclosed at home.

## **How do we deal with bullying when it takes place?**

We take every allegation or incident of bullying seriously. All allegations are fully investigated by a senior member of staff by talking to children involved. This may involve setting up the monitoring of specific children to identify any patterns of unacceptable behaviour.

Once the bullying has been identified it will be dealt with by the headteacher in a way which is appropriate to both the victim and the child carrying out the bullying. This may involve the children meeting directly which will be mediated by a member of staff however this is not always appropriate. All incidents of bullying will receive a sanction. This may vary depending upon what has happened and when the bullying took place. Sanctions will usually involve a missing a significant number of play sessions for bullying outside or an internal exclusion could be carried out for bullying that has taken place within the classroom.

When dealing with the effects and causes of bullying the self esteem and emotional needs of all children involved are taken into account. Children who have committed acts of bullying are encouraged to understand the effects of their actions as part of the sanction given and, if possible, an activity which gives an opportunity to 'right their wrong' will be provided if deemed appropriate. When appropriate behaviour

interventions will be planned, such as positive play, in order to help children improve their social and emotional skills which could have an impact on their interactions and behaviour with other children. Children who need ongoing support and individual targets will, with parent's permission, be placed on the school's SEN register and supported within the school's SEN procedures.

The needs of children who are victims of bullying are considered carefully. Restoring levels of confidence, self esteem and ensuring they understand they were innocent is given a priority. Short term options may be offered to restore children's confidence such as staying in at play times, helping adults with jobs etc however children are encouraged to become independent as quickly as possible. Staff may continue to monitor children after sanctions have been carried out to ensure incidents are not repeated.

### **Parent partnership**

We are fully committed to working with parents to resolve any concerns or incidents as quickly as possible. Parents are informed immediately if their child has been involved in bullying either as a victim or the bully. The class teacher will speak to children who have been victims of bullying and the headteacher or a senior teacher will speak to the parents of children who have carried out the bullying.

### **Monitoring**

Behaviour is monitored systematically by the headteacher and the leadership team. An annual review of the school's anti-bullying policy is undertaken and the annual behaviour report for the governing body will include incidents of bullying.

All incidents of behaviour that result in children visiting the headteacher are recorded for monitoring purposes and are reviewed by the leadership team each term.

### **Equal Opportunities**

We fully acknowledge our legal duty with regard to community cohesion. We are committed to working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community.

Our school values are designed to this end and our school curriculum aims to prepare young people for participation in a culturally and ethnically diverse society. It is the professional responsibility of all staff to foster respect, question stereotypes and to challenge different forms of discrimination relating to race, gender and ability. Due regard will be given to children whose Infant language is not English.

### **Also Consider (for review during 2013):**

Signing the DCSF's Anti-bullying chart and include its aims  
Build in National Anti-bullying week  
School Council Role in Anti-bullying

## **Monitoring and Review**

The Local Governing Body will review this policy [**INSERT REVIEW PERIOD**] and assess its effectiveness and implementation. Any deficiencies identified shall be corrected and used to inform review of the policy, which will be promoted and implemented throughout the Academy.

The [**INSERT NAME OF POLICY OWNER**] will report on the effectiveness of the policy to the Local Governing Body as and when guidelines or best practices have materially changed or at a frequency requested by the LGB.

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# **Lodge Lane Infant School**

## **A Parents Guide to Dealing with Bullying**

Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.

Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.

If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.

If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.

It is important that you advise your child not to fight back. It can make matters worse!

Tell your child that it is not their fault that they are being bullied.

Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

### **If bullying is suspected we will...**

Talk to the suspected victim, and any witnesses.

Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Lodge Lane Infant School.

If the bully owns up sanctions will be followed with the headteacher.

An additional sanction may be to arrange for the child to be escorted from the school premises (for children who are excluded).

Incidents of bullying are recorded as such in the Safeguarding File for Behaviour.

If the suspected bully does not own up, we will investigate further.

Continue monitoring the situation to ensure no repetition.

If we have no evidence we will arrange for monitoring arrangements to be started to identify any patterns in behaviour which may be bullying related.