



Ludlow Infant Academy

Policy for Anti-Bullying

Accepted by Governing Body _____
Signed Governing Body

Accepted by Staff _____
Signed Headteacher

Review Date _____

At Ludlow Infant Academy we aim to produce a safe and secure environment where all can learn and teach without anxiety. Staff, children, parents and governors at this school, work together to create a happy, caring and safe environment where bullying is not tolerated.

This policy aims to produce a consistent school response to any bullying incidents that may occur and should be read in conjunction with the School Behaviour Policy.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

In this school we believe that bullying is unkind behaviour which can include physical hurting and leaving people out as well as stealing or damaging people's things and making fun of people or saying nasty things to them behind their back. We don't allow unkind or cruel behaviour in our school but not all unkind behaviour is bullying. The key characteristics that turn unkindness into bullying are:

- that it is repeated and goes on over time;
- that it is deliberate and not accidental;
- that it involves the person doing the bullying in having some sort of power over the person experiencing the bullying.

It must be noted that children's opinions do differ from adults and this means that they can be anxious or scared of someone one day and their best friend the next. Their perceptions of bullying can be different from an adult's and it is important that staff and parents are aware of this.

Aims

We aim:

- to promote the school Behaviour Policy.
- to state clearly that "bullying is unacceptable behaviour".
- to encourage children, parents, school staff and helpers to report any incidents of bullying.
- to reassure children and parents that action will be taken if bullying is suspected.
- to deal with incidents of bullying immediately.
- to support the victim and to help the bully to modify their behaviour.
- to provide after-care should an incident of bullying occur.

Dealing with bullying

We have agreed to combat bullying by:

- following the Behaviour Policy.
- teaching and observing the School Rules.
- providing the children with strategies to protect themselves i.e. "Stop it, I don't like it," moving away.
from the bully, asking for help.
- Using the support of outside agencies e.g. Behaviour support Service for staff training/pupil support as appropriate.
- Dealing with all bullying concerns and allegations promptly.

In specific instances of bullying the following steps may be taken

The Victim

- The victim will be reassured that action is being taken and be reminded of the strategies for self-protection.
- ELSA support will be given to the child to discuss their feelings and possible future responses.
- If bullying continues the parents/carers will be informed and may be invited to school to discuss the situation.
- Staff including LSA's and DRA's will monitor the situation closely and intervene as appropriate.

The Bully

- The perpetrator will be given the opportunity to discuss the problem.
- They will be encouraged to make an appropriate apology.
- They will be helped to understand why the behaviour is unacceptable.
- Strategies will be given for dealing with their feelings in a more appropriate way, ELSA intervention.
- If bullying occurs a warning will be given that parents/carers will be informed if the bullying continues.
- If bullying continues the parents/carers will be informed and may be invited to school to discuss the situation.
- Parents/Carers may be invited to meet the class teacher or Headteacher at a certain time each week to discuss progress.
- The child may lose privileges.
- The child may be excluded at dinnertime for a specific number of days. (Refer to Exclusions Policy)

Implications for the teaching and non teaching staff

Teachers and LSA's will:

1. Give time to listen to children, in a quiet place if this would be helpful. Always take seriously any complaints of bullying and keep records. All serious behaviour incidents are logged on CPOMS.
2. Give all children regular opportunities to talk about their feelings in a safe, group situation.
3. Be aware and observant of potential bullying.
4. Take action immediately bullying is suspected.
5. Inform the Headteacher of any bullying.
6. Support other colleagues in any agreed action.
7. Recognise that we as teachers sometimes need help and ask for it if necessary.

Teachers and LSA's should lead by example

Implications for Lunchtime Supervisors

Lunchtime Supervisors will:

1. Give time to listen to children, always taking seriously any complaints of bullying.
2. Be aware and observant at all times of potential bullying.
3. Take appropriate action immediately bullying is suspected.
4. Report all incidents to the Headteacher or class teacher. Senior DRA to log serious behaviour incidents on CPOMS. Positive behaviour may also be reported.
5. Support other colleagues in any agreed action.
6. Recognise that as Lunchtime Supervisors we sometimes need help, and ask for it if necessary.
7. Lunchtime Supervisors should lead by example.
8. Headteacher, Deputy Headteacher or Assistant Headteacher will enter on CPoms all actions taken.

Implications for parents

Parents will:

1. Encourage children not to be aggressive, even in response to provocation, giving children alternative strategies.
2. Try to establish the facts and keep an open mind.
3. Help their child to feel able to talk to them about any fears or worries, and take seriously any talk of being bullied (they may not use the word 'bullied').
4. Be aware of what is happening in their child's life and discuss any awareness or suspicion of bullying with the class teacher.
5. Actively endorse and support the Anti-bullying policy.
6. Support the school in any agreed action.
7. Be confident that the school will not tolerate bullying.

The role of governors

Implications for governors

Governors will:

1. Be thoroughly conversant with the Behaviour and Anti-bullying Policies of the school.
2. Ensure that all stakeholders are aware of the policy and his/her responsibilities.
3. Support staff in implementing the Anti-bullying policy
4. Be active in the maintenance and review of the policy.
5. In the event of a complaint being made about the school's handling of alleged bullying conduct a formal investigation into the processes and procedures carried out by the school and ascertain the appropriateness of these.

Bullying off the School Premises

Ludlow Infant Academy is not directly responsible for bullying off the school premises, however, if both the bully and the child who has been bullied are pupils from the school, action will be taken in line with this policy and parents will be informed.

Where possible, the school will support children who are bullied on the way to or from school by other persons by:

- Informing the headteacher of the other school whose pupils are bullying others.
- Discussing the problem with our Link Police Officer
- Supporting the child with strategies to cope with the situation

Bullying via Text Message or E mail

At Ludlow Infant Academy, children who bring a mobile phone to school must hand it in to their class teacher during the school day for security reasons. Children bringing a mobile phone to school is discouraged.

The school also has a policy for safe use of the internet and e mail.

Bullying directed towards race, gender, sexual orientation or disability

Ludlow Infant Academy will not tolerate bullying against anyone because of their race, gender, sexual orientation or disability (refer to Whole School Equality and Access Policy). Stereotypical views are challenged and children appreciate and view positively, differences in others through Year 2 Rights and Responsibilities curriculum, SEAL, citizenship, circle time and assemblies.

Racial bullying and harassment will be dealt with as above and the incident recorded by the Headteacher.

The Curriculum

At Ludlow Infant Academy, children are taught how to recognise bullying behaviour and what to do if they, or someone they know, is being bullied. Children take part in annual Anti Bullying Week activities and weekly Rights and Responsibilities or SEAL sessions, where bullying is addressed through a range of different themes.

Monitoring

This policy will be monitored annually by reviewing any reported incidents of bullying and through discussions with children, staff and parents. This policy will then be reviewed as appropriate.

This policy supports and should be read in conjunction with the following whole school policies;

Safeguarding and Child Protection Procedures
Behaviour
Acceptable Use and Internet Safety
Whole School Equality and Access Policy

Reviewed November 2017