

A school that works in participation with the local community.  
A place where each individual is respected and understood.  
An environment where everyone is encouraged and supported in achieving their potential.

## Moving Forward as a Community

At Lodge Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Lodge Primary. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **telling** school. This means that anyone who knows that bullying is happening is expected to tell a member of staff or their parents. We actively challenge all gender, racist, disablist, homophobic and transphobic language.

### **Bullying may be defined as:**

- The use of aggression with the intention of hurting another person.
- Pain and distress to the victim.
- It is repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.

### **Bullying can be:**

Physical hitting, kicking, pushing, punching, taking belongings, verbal name calling, insulting, racist remarks, focusing on the issues of sexuality, gender identity, race, religion, culture, spreading nasty stories about someone, excluding someone from social groups, teasing, all areas of the internet, such as email and chat room misuse, mobile threats by text messaging and calls and finally misuse of associated technology, i.e. camera and video facilities.

### **Objective of this policy**

- All governors, teachers, teaching assistances, non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know the school policy on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parent should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Signs and Symptoms**

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school/begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts to stammer
- Attempts or threatens to run away
- Cries themselves to sleep at night or has nightmares
- Feeling ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or missing
- Ask for money, starts stealing money or has dinner money or other money continually "lost"
- Has unexpected cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone and is nervous/jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Why bullying may occur**

- Children are not always aware that it is wrong.
- They may be coping others or begin encouraged by them.
- They may not have learned appropriate ways of interacting with others.
- They may be having a difficult time of their own.
- They may like the feeling of power.
- They have been/are being bullied themselves.
- They have no sense of achievement in other areas.
- They may have a very poor self-image.
- They need recognition from others and so they follow the bullies to be "friends".

### **Emotional Effects of Bullying On the Victim**

- A feeling of not being liked.
- Believing they deserve it.
- Feeling of loss of identity.
- A lack of confidence.

- Feelings of depression and helplessness.
- Anger, frustration, irritability.
- Being frightened to play outside.
- Feeling useless.
- Refusal or reluctance to attend school.
- Feeling there is nothing they can do to prevent bullying occurring.
- In extreme cases, suicidal tendencies may occur.

### **Procedures**

- 1 All pupils and adults involved will be given the opportunity to give their version of events without interruptions.
- 2 Staff will establish if the incident is part of a pattern.
- 3 Staff will encourage the bully to see the victim's point of view and make clear to the bully that the behaviour is not acceptable and is against school policy or rules.
- 4 In case of serious bullying, the incidents will be recorded by staff on a serious incident sheet in order to inform senior members of staff.
- 5 Staff should inform other members of staff to make them aware of the issue.
- 6 If appropriate, sanctions (see sanctions below) for the bullies' behaviour will be put in place and the reasons for any sanctions explained clearly.
- 7 In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- 8 If necessary and appropriate, police will be consulted.
- 9 The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- 10 An attempt will be made to help the bully (bullies) change their behaviour.

### **Sanctions (see also Behaviour Management policy)**

**Where sanctions are applied, they may be any of the following, according to the incident:**

- Verbal warning.
- Withdrawal from playground or other activity for a period of time.
- Sent to Deputy Head, Head Teacher or senior member of staff.
- Verbal apology to victim/victims.
- Verbal apology to victim's parents/carers.
- Written apology to victim/victims.
- Loss of privileges.
- Fixed term exclusion.
- Permanent exclusion (for repeated and very extreme cases)

### **Responsibility of Parents /Carers:**

**In addition to the responsibilities which school staff have parents and carers are expected:**

- To ask for information on the school anti- bullying and behaviour policy and the approach used to respond to bullying incidents and harassment issues;
- To sign home/school agreement and abide by the agreement;
- To work in partnership with the school on encouraging positive behaviour, valuing differences and promoting sensitivity to others;
- To be alert to and inform the school about significant behaviour changes and signs of distress in their children;
- To discuss regularly with their children any feelings and anxieties about school work friendships and relationships;
- To inform staff of changes in individual pupil circumstances which may affect the ways in which pupils respond to school life;
- To alert staff to information reported by pupils on incidents or any concerns arising about other pupil's behaviour and attitudes.
- Parents/carers should not challenge the bully themselves; they should always contact the Head Teacher or other appropriate staff as soon as possible.
- If parents/carers are unhappy about the way a member of staff deals with the problem, inform the head. If parents/carers are still unhappy they can go to the Head Teacher and try to work together to resolve the situation. Discussion would then lead to resolution.
- If parents/carers are still unhappy inform the parent governor/Chair of the Governing Body, who will investigate the complaint.

### **Responsibility of Pupils:**

**To ensure that our bullying strategies succeed, we need the help and co-operation of our pupils, through discussion, staff needs to ensure that our pupils are aware of the following expectations of pupils:-**

- Not to be involved in bullying incidents or to be a bully.
- To be aware of the school's way of dealing with bullying and the support available.
- To always tell a member of staff if they think bullying has taking place.
- To talk with their parents or carers about their worries.
- To support pupils who may be being bullied.
- To value pupils differences and treat others with respect.
- To work with other pupils in helping the school to deal with bullying effectively such as, through school council or during PHSE lessons, Anti-bullying Week, assemblies and citizenship work in school/class.
- To address bullying issues within the curriculum. i.e. stories, poetry, surveys, role play and circle time.
- To report honestly about any incidents of bullying they may see.

### **Responsibility of the school:**

Bullying hurts! No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are display bullying behaviour need to learn different ways of behaving. School has a responsibility to respond promptly and effectively to issues of bullying.

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- To ensure that the school complies with its responsibilities contained in the LEA policy on bullying and harassment.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying are reported.
- To ensure that all school staff have the opportunity to receive training and guidance on appropriate methods for dealing with bullying issues.
- All pupils and parents should know what school's policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be informed and supported when bullying is reported.
- To work with children to deal with bullying issues, through the school council, assemblies, Anti-bullying Week, circle times, PHSE and citizenship work.
- To discuss bullying issues in the classroom using for example, stories, poetry, surveys, posters and role play activities.
- E safety to be addressed yearly through schools E Safety events. (See also Counter Cyber Bullying policy).
- To provide good role models for younger pupils.
- To display posters around the school about good behaviour and ways of working well together.
- To inform governors on the general situation with regard to bullying and harassment and to inform them of serious incidents and the effectiveness of any measures being taken to combat the issue.
- To ensure an ethos in school where pupils feel safe and confident that if they tell an adult about an incident, it will be dealt with and not ignored.
- Bullying will **not** be tolerated at Lodge Primary School.

#### **Help organizations:**

Advisory centre for education (ACE)  
 Children's Legal Centre  
 KIDSCAPE Parents Helpline (Mon-Fri)  
 Parentline Plus  
 Bullying Online  
 Kidscape

02073548321  
 08453454345  
 08451205204  
 08088002222  
[www.bullying.co.uk](http://www.bullying.co.uk)  
[www.kidscape.org.uk](http://www.kidscape.org.uk)

Reviewed November 2017  
 Next review November 2018