



# Lodge Primary School

## Anti-bullying Policy

**Name:** \_\_\_\_\_

**Position:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## **Lodge Primary School – Anti-bullying policy**

*'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.

### **At Lodge Primary School we define bullying as:**

- The use of aggression with the intention of hurting another person emotionally and/or physically.
- 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.
- Being hurtful in different ways; physically, emotionally, verbally and online.

### **Bullying can be:**

- **Emotional:** being unfriendly, excluding someone from social groups, tormenting.
- **Physical:** pushing, kicking, hitting, or any use of violence.
- **Racist:** racial name calling, graffiti, unacceptable gestures.
- **Verbal:** insulting remarks, focusing on the issues of sexuality, gender identity, culture, spreading nasty stories and rumours about someone, name calling and teasing.
- **Cyber/Online:** threats by text message, email and chatroom misuse and social media. Cyberbullying is bullying that takes place over digital devices like mobile phones, computers, and tablets. Cyberbullying can occur through SMS and messaging/gaming apps, or online in social media and forums. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. It also includes the misuse of associated technology, i.e. camera and video facilities. See also school's counter cyber bullying policy.

### **What bullying is not**

When talking about bullying, it is very important for students, teachers, and parents to understand what bullying is not. Many times, a single act or behaviour is hurtful, but it is not considered bullying. It is important to understand that bullying is not the odd occasion of

falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. Genuine bullying involves systematic and frequently repeated acts focused on one or more individuals.

### **Objective of this policy**

- All governors, teachers, teaching assistants, 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.

### **Anti Bullying as part of Safeguarding and PSHE.**

Ensuring that any forms of bullying are dealt with quickly and effectively and that children are educated through our PSHE curriculum is part of our wider safeguarding duty. This is the duty of all adults within school. Our PSHE curriculum incorporates the education of pupils in terms of bullying/anti-bullying, protective behaviours and pro-social behaviours/character traits.

### **What do we do as a school to prevent bullying?**

We want all our pupils to understand the nature of bullying and the effects it has. We want children to know that bullying in any form is not acceptable, and that they must report it immediately if they or anyone else is being bullied. We want them to know that it is not acceptable for anyone to encourage bullying by others and not acceptable to do nothing if they know it is taking place. In school we work hard to prevent bullying taking place. Some of the ways we do this are:

- Using assemblies to talk about bullying and give out key messages.
- Use of a Home/School Agreement signed by all parents to abide by.
- A PSHE curriculum which incorporates teaching of protective behaviours and respecting/celebrating differences.
- Taking part in Anti-Bullying Week and delivering an annual Anti-Bullying assembly as well as taking part in national initiatives such as Odd Socks Day and The Great Get Together.
- Constantly reviewing all behaviour incidents this includes bullying type behaviours, which, if any occur, are noted down in the class behavior book. This is analysed by the Lodge Primary senior leadership team weekly to ensure correct procedures have been followed and to give guidance if appropriate.
- School, classroom and playground rules make clear the behaviour we expect and our use of rewards and sanctions.
- Supervision by staff in classrooms and outside at breaks and lunchtimes.
- Adults modelling language and behaviours for children to follow and learn from.
- Adults challenging inappropriate and/ or abusive language and behavior.

- Lunchtime and after-school clubs.
- Staff are involved in a weekly briefing where clear messages can be shared among staff to support any information needed to ensure all safeguarding needs are met and to prevent anti-social behaviour.

### **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, reclusive 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 copying 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 rules.
- 4 Staff will inform other members of staff to make them aware of the issue.
- 5 When appropriate, sanctions (see sanctions below) for the bully's behaviour will be put in place and the reasons for any sanctions explained clearly.
- 6 Parents will be informed and may be asked to come in to a meeting to discuss the problem.
- 7 If necessary and appropriate, police will be consulted.
- 8 The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- 9 Well- being support will be given to the victim.
- 10 Support will be given to the bully (bullies) to help them 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.
- Written apology to victim/victims.
- Loss of privileges.
- Fixed term exclusion.
- Permanent exclusion (for repeated and very extreme cases)

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

**Parents and carers are expected:**

- To sign the 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 or the other child's parents/carers; 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 phase AHT. If parents/carers are still unhappy they can go to the Head Teacher and work together to resolve the situation. Discussion will then lead to resolution.

### **Responsibility of Pupils:**

**To ensure that our bullying strategies succeed, we need the help and co-operation of our pupils, through discussion, staff need 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 each other's 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 associated 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 displaying 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.
- 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, PSHE work.
- To discuss bullying issues in the classroom using for example, stories, poetry, surveys, posters and role play activities.
- E safety is taught regularly through the curriculum and an annual e-safety week is held every February. (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.

### **What you can do if you feel you are being bullied**

Pupils:

- Tell any member of staff or tell your parents, carers and other trusted adults.
- Ring the National Bullying Helpline – 0845 225 5787 or Childline – 0800 1111 or visit [www.childline.org.uk](http://www.childline.org.uk) .

Parents and carers :

- Speak to staff members of Lodge Primary School.
- Arrange an appointment with a staff member via the Lodge school office number 0121 553 2389.
- Contact Family Lives on 0808 800 2222 or [www.familylives.org.uk](http://www.familylives.org.uk) .
- Contact Parentline Plus 0808 800 2222.

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