



ANTI-BULLYING POLICY



Mission Statement:

The child is at the centre of everything we do and we have to make every day of their education count. We have aspirations for all of our students as adults, to be able to lead a happy, healthy and fulfilling life and ensure equality of opportunity for all members of the Lampard Community.

Lampard Community School is committed to providing a caring, friendly and safe environment for all of our students to enable them to learn in a relaxed and secure environment. Bullying of any kind is unacceptable at our school. However, we recognize that bullying may take place and therefore this policy outlines our strategies for dealing with incidents.

If bullying does occur, all students should be able to communicate this 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 an adult.

Aims and Objectives:

- To provide a safe and secure environment for our students
- To encourage respect for the individual at all times, celebrating the differences between us
- To prevent bullying behaviours
- All governors, teaching and non-teaching staff, students and parents/carers know what the school policy is on bullying and follow it when bullying is reported
- As a school, we take bullying seriously. Students and parents/carers should be assured that they will be supported when bullying is reported
- Bullying of any nature will not be tolerated

What is bullying:

Bullying is the exercise of power by one person over another involving deliberate, threatening or hurtful behaviour of a physical, verbal or emotional nature.

Bullying can be:

- Physical: Hitting, pushing, kicking, punching or any use of violence
- Verbal: Name calling, sarcasm, spreading rumours, teasing
- Emotional: Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Sexual: Unwanted physical contact or sexually abusive comments
- Homophobic: Because of, or focusing on the issue of sexuality
- Racist: Racial taunts, gestures, graffiti
- Cyber: All areas of the internet such as email, chat room misuse, mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities

The school is aware of the potential for bullying in respect of increasing use of social media online technology. This is referred to specifically in the 'Acceptable Use of ICT' Policy Statement and the Online Safety policy.

Signs and symptoms:

These are some of the signs and behaviours that a child may indicate 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 school transport/public transport
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes or books damaged
- Has possessions which are damaged or go missing
- Asks for money or starts stealing money
- Has dinner or other monies continually lost
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous when a cyber or text message is received

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

School staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

How we will respond:

School procedure

The following steps will be taken when dealing with incidents:

- 1) If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- 2) A clear account of the incident will be recorded and given to the head teacher
- 3) The head teacher or a nominated member of staff will interview all concerned and will record the incident
- 4) Tutors will be kept informed and if it persists the Tutor will advise any other appropriate adults
- 5) Parent/carers will be kept informed
- 6) Restorative and/or punitive measures will be used as appropriate and in consultation will all parties concerned

Supporting students

Students who have been bullied will be supported by:

- 1) Offering an immediate opportunity to discuss the experience with their tutor or member of staff of their choice
- 2) Reassurance from adults
- 3) Offering continuous support
- 4) Restoring self-esteem and confidence

Students who have bullied will be helped by:

- 1) Discussing what happened
- 2) Discovering why the student became involved
- 3) Establishing the wrong doing and need to change
- 4) Informing and supporting parents/carers to help change the attitude of the student

The following disciplinary steps can be taken:

- Official warnings to stop bullying
- Keep in at breaks/lunch, especially relevant if that is when the bullying is occurring
- Supported isolation from class (with a member of staff)
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

All concerned are made aware of and helped to deal with the causes of bullying as well as the consequences of bullying. There is always a reason why a person displays bullying behaviour and part of dealing with an incident is to help a person realise why they do it and help them to stop, as well as supporting the victim.

Positive action:

Awareness raising of bullying is included in our work with students through:

- Personal Life Skills or Personal and Social Development lessons

- Class tutorial time
- Assemblies
- Use of circle time
- Personal programme time e.g. Social Communication groups, SEAL sessions
- Curriculum work with students such as ICT, Drama
- One to one talking with a student or group of students
- School Council work

All opportunities will be used as and when is appropriate. Adults in school will model positive behaviour and responses at all time.

Additional action within the school environment:

- Senior Leadership Group monitor any prejudice related incidents (including bullying) on a regular basis to ensure appropriate responses and resolutions
- General behaviour data is discussed by SLG on a weekly basis to identify patterns and trends in order to put appropriate actions in place
- Careful supervision of all areas, particularly during break times to help minimize opportunities for bullying
- Use of sanctions and rewards in school
- Classroom layouts
- Developing students communication skills to help them feel confident to communicate
- Developing social skills, independence and co-operation
- Use of restorative approaches
- Curriculum policy and practice in relation to gender, race, disability, citizenship etc

Monitoring, evaluation and review

The school will review this policy every other year and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy should be read alongside the Child Protection Policy, Behaviour and Physical Contact Policy, Health and Safety Policy, Online Safety policy and SEND Policy.

Helpful organisations:

NSPCC	www.nspcc.org.uk	Helpline: 0808 800 5000
Childline:	www.childline.org.uk	Helpline: 0800 1111
Anti-bullying Alliance	www.anti-bullyingalliance.org.uk	
Kidscape	www.kidscape.org.uk	
Family Lives	www.bullying.co.uk	Helpline: 0808 800 2222