

Lea Valley Primary School

Anti-Bullying Policy



Member of Staff Responsible	Headteacher
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1. OUR VISION

At Lea Valley we aim to establish a caring and cohesive school community where all pupils feel valued and develop a love of learning. We are a school where pupils care about each other, the adults they work with and their school. We encourage self-discipline. We also have exceptionally high expectations of behaviour and we expect each individual to respect others' differences, their families, culture and beliefs.

We are a values led school and all conversation around behaviour have our values at the heart of them. Our school values are

- Kindness
- Respect
- Ambition
- Determination
- Courage
- Honesty

Our pupils, staff and families are expected to show these values at all times.

2. AIMS

At Lea Valley Primary School, as an inclusive learning community, we are committed to providing a warm, caring and safe environment for all our pupils so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school.

We believe that everybody in our school community needs to be treated with dignity and respect and that pupils who are bullying others need to be given the opportunity to learn different ways of behaving. However, we recognize that bullying is a particularly damaging form of “unacceptable behavior” that can cause significant and ongoing harm to those it affects.

As a consequence

- We do not tolerate bullying of any kind
- We take all incidents of bullying seriously
- We are committed to acting quickly and decisively to stop bullying
- We will seek to prevent bullying by teaching pupils and staff about it

We acknowledge that bullying does happen from time to time – it would be unrealistic to claim that it does not. However, when bullying does occur, everyone should feel confident that incidents will be dealt with promptly and effectively.

3. DEFINITION

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation

Bullying can be:

- Emotional hurt
- Physical hurt
- Racial hurt
- Sexual hurt
- Homophobic hurt
- Verbal hurt
- Cyber bullying

4. SIGNS AND SYMPTOMS WHICH MAY BE NOTICED

- Change of friendship groups
- Lack of friends
- Unwilling to go to school
- "Illness" at certain times of the day
- Change in standard of work
- Withdrawn/sudden lack of confidence
- Severe cases of depression
- Begins truanting
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Problems sleeping or bed wetting
- Gives improbable excuses for any of the above

5. RESPONSIBILITIES OF STAKEHOLDERS

Responsibilities of staff

Our staff will

- Promote and demonstrate our school values at all times
- Foster in our pupils self-esteem, self-respect and respect for others
- Support pupils to articulate their needs
- Intentionally teach about empathy
- Discuss bullying with all classes so that every pupil learns about that damage it causes to both the child who is bullied and the bully and the importance of telling an adult about it when it happens
- Ensure that all pupils can "give me five" adults they are happy to talk to
- Be alert to signs of distress and other possible indications of bullying

- Listen to pupils who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to a member of the Leadership team and log it on pupils behavior files on Microsoft Teams
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- Deal with observed instances of bullying promptly and effectively, in accordance with the school behavior policy

Responsibility of Pupils

We expect our pupils to:

- Follow our school values of kindness and respect at all times
- Avoid involvement in any kind of bullying, even if that means being unpopular
- Help the pupil who is being bullied by reporting it to an adult

Anyone who becomes the target of bullying should

- Remember our school value of courage and tell an adult

6. ADVICE FOR PARENTS

We ask our parents/ carers to support their children and the school by

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Encouraging their children to report any bullying to (member of Senior Leadership /their class teacher) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Informing the school of any suspected bullying, even if their children are not involved;

If you think your child is being bullied:

- Encourage your child to talk about it, but be patient as she or he may be distressed.
- Stay calm but show that you are supportive and working with the school to solve the problem.
- Advising their children not to retaliate violently to any forms of bullying
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- Keep a written record of any reported instances of bullying
- Working with the school, if their children are accused of bullying, try to establish the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves

Discuss your concerns with us in the following way:

- Firstly make an appointment to speak to your child's teacher, at the meeting outline your concerns. Arrange to meet again in 24 to 48 hours so that the teacher can talk to the child/children involved and then let you know what he/she has found out and is proposing to do.
- If after a few more days you do not think the issue has been resolved, make an appointment to speak to one of our senior leaders. Explain your concerns; explain what actions have been taken so far and the issues that your child is still experiencing.
- The senior leader will look into it and report back to you within 24 to 48 hours. They will inform you of the outcomes of their investigations into the matter

7. STRATEGIES

When dealing with any problems we will use a variety of strategies which suit the situation and the children involved. These will include some of the following:

- Increase vigilance of all adults involved with the child/ren
- Logging of all incidents of concern
- Encourage all children to talk about events.
- Listen to children when they tell us about problems.
- Talk with parents of children involved and enlist their support when dealing with issues.
- Where a child is being deliberately aggressive, remove them from the playground or classroom so that others can enjoy their break or lessons. Then gradually re-introduce the child to the playground or classroom, monitoring their progress carefully.
- Develop some clear behaviour modification strategies for the perpetrator (sanctions and rewards)
- Involve other children in supporting the child who feels threatened – buddy system.
- Use of the learning mentor/HLTA to discuss bullying and strategies for dealing with it (whole classes or groups and individuals).
- Deliver units of work on bullying in PSHE and the use of circle time throughout school to discuss issues and raise self-esteem.
- If necessary the imposition of fixed term exclusions for those who are bullying others.

8. ASSOCIATED POLICIES

The following policies provide guidance on matters which may relate to bullying and should be read in conjunction with this policy:

- Behaviour

- E.Safety
- Safeguarding and Child Protection
- Complaints Policy

9. MONITORING

All serious incidents of unacceptable behaviour, including bullying, are reported to the SLT and parents will be contacted to come into school and discuss the incidents. All incidents of bullying are logged onto the Microsoft Teams system so that patterns can be identified.

Governors will be informed in part 2 of governing body meetings of any reported incidences of bullying and any incidents where fixed term exclusion has been imposed.

10. APPENDIX 1

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014:
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”:
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk

- UK Safer Internet Centre: www.saferinternet.org.uk LGBT
- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice:
<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational