

Bullying can be defined in a number of ways. We follow DfES guidance which defines bullying as:

“...deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another”.

(DfES September 2002)

At Lingfield Primary School we believe that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the school community will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

AIMS

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- To support and protect victims of bullying
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To make it clear that all forms of bullying are unacceptable.
- To enable everyone to feel safe while at school and encourage children to report incidences of bullying.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

OBJECTIVES

- To maintain and develop effective listening systems for children and staff within the school.
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff with the skills necessary to deal with bullying.
- To communicate with parents and the wider school community effectively on the subject of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations.
- To equip children with the skills of personal safety

CODE OF CONDUCT (with regard to school behaviour and relationships within the school community)

We recognise that all adults in the school are in effect role models for the students. The way in which we behave towards each other and to children is particularly important in terms of providing positive role models. Therefore, as adults we must:

- show respect for every child and all colleagues within the school community
- be aware of vulnerable children
- criticise the behaviour rather than the children
- avoid favouritism
- be fair
- avoid labelling
- have high expectations of students
- never give students ammunition to use against each other
- actively seek to develop a praise culture within the school.

The need for adult sensitivity should be taken into account in a number of instances, e.g. when grouping children, marking children's work, sharing of results and assessment arrangements as well as an awareness of appropriate language being used when addressing children.

Children also have a responsibility to behave appropriately. We therefore believe that all students must:

- show respect for other children and adults working within the school community
- support and be sensitive to others when they may be feeling vulnerable

- take responsibility for their own behaviour

SPECIFIC EXAMPLES OF BULLYING

Racist bullying - an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs
- refusing to co-operate in work or play.

Sexual bullying - this is generally characterised by:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendos and propositions
- unsuitable pictures e.g. in magazines, graffiti with sexual content

Sexual orientation - this can happen even when children are young and do not necessarily understand the implications of what is said. Just being different can be enough. This can be in the form of:

- use of homophobic language
- looks and comments about sexual orientation or appearance.

SEN or disability - These children are often at greater risk of bullying. This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.

Bullying has been described by children as:

- name calling
- teasing
- physical abuse e.g. hitting, pushing, pinching or kicking
- having personal possessions taken e.g. bag or football
- being forced to do things they don't want to do
- being ignored or left out
- being attacked in any way due to gender, sexuality, disability, appearance or racial or ethnic origin.

STRATEGIES TO REDUCE BULLYING

The school will adopt a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies. Including:

- Co-operative group work
- Assemblies
- Circle Time
- Circle of Friends
- Peer mediation
- Midday supervisor training
- Buddy systems
- PSHE programmes
- learning how to improve self esteem
- Anti-bullying (Personal Safety) as termly week long focus to teach skills/strategies
- Buddy playtimes
- Posters, displays around school

CONFIDENTIALITY

see also CHILD PROTECTION Policy, CONFIDENTIALITY Policy

- School staff cannot promise absolute confidentiality if approached by a children for help. Staff must make this clear to children. Child protection procedures must be followed when any disclosures are made.
- An underlying principle in supporting children in our school is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously.

OUR BEHAVIOUR POLICY

Our Behaviour policy clearly states our expectations. These are reproduced below.

We expect that:

- there will be no physical violence between any members of the school community;
- verbal bullying will be treated as seriously as physical violence;
- persistent teasing will be treated seriously;

- no discriminatory language will be used;
- nobody at school will by their actions distress other members of the school community;
- children will be able to move about the school and its grounds safely;
- they will maintain proper standards of behaviour on their way to and from school. e.g. on the school bus

Parents can expect that:

- they will be informed if their child is a victim of violence or bullying;
- they will be informed if their child is being violent or is victimising others;
- there will be a full investigation of any serious incident, and all those involved will be informed of the outcome;
- the school staff will be a listening staff, and a child's allegation of any kind related to violence and/or bullying will be treated as a serious incident until proved otherwise;
- a meeting will be arranged to discuss any parental concerns, so that they too can be listened to seriously and professionally;
- all incidents of violence and/or bullying will be dealt with according to the hierarchy of behaviour management.

see also Appendix A Guidance for Parents

LINKED POLICIES

Policy for Equal Opportunities and for Racial Equality

Behaviour for Learning policy

PSHE policy, Child Protection Policy, Confidentiality Policy

MONITORING AND EVALUATION

- This policy will be reviewed, evaluated and updated where necessary, annually by staff.
- The views of children (via School Council) and staff will be used to make changes and improvements to the policy on an ongoing basis.
- The SLT will ensure this policy is applied appropriately and consistently across the school

POLICY FORMULATED & AGREED BY STAFF	MARCH 2007
ACCEPTED BY GOVERNORS' COMMITTEE	
REVIEWED	MARCH 2008
CURRENTLY UNDER REVIEW	FEBRUARY 2011

APPENDIX A

"Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another".

(DfES September 2002)

Guidance for parents

If your child has been bullied:

- Calmly talk with your child about his/her experiences.
- Make a note of what your child says, including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see your child's teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with teachers about bullying:

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

If you are not satisfied:

- Check with the school anti-bullying policy to see if agreed procedures are being followed.
- Make an appointment to discuss the matter with the Headteacher
- If this does not help, write to the Chair of Governors explaining your concerns and what you would like to see happening.
- Contact the Director of Education for your authority in order to ensure the Governors respond to your concerns.

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.

If this happens more than once:

- Make an appointment to see the Headteacher to discuss any support mechanisms available and to ensure appropriate help is in place