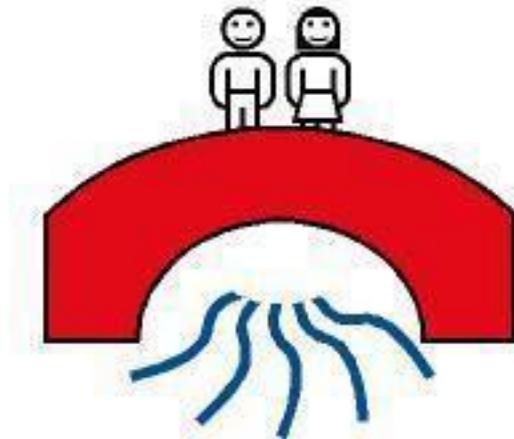


Loddon Primary School



Anti Bullying Policy

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Introduction

This document sets out the School's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the child who is bullied and the child who is carrying out the bullying and embodies support and management strategies that are pragmatic and non-oppressive.

Principles

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is no justification for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation or ability are absolutely rejected as reasons for bullying.

Bullying behaviour is a problem for both the child who is bullied and the child showing bullying behaviour and should be addressed in positive and constructive ways which provides opportunities for growth and development for all involved.

Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with children who are bullied or show bullying behaviour.

It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.

Information about Loddon Primary School's policy and procedures will be readily available in "user-friendly" form to children and their parents/carers through our Family Guide to Anti-Bullying (Appendix 1 and the School website.)

Aims

To fulfil Loddon Primary School's statutory responsibility to encourage good behaviour and prevent all forms of bullying amongst pupils.

To clarify Loddon Primary School's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers the School's approach towards bullying behaviour.

To promote behaviour and a school ethos in which each pupil is safe and able to realise their full potential.

To address any bullying through the implementation of our whole-school policy and procedures

To reassure parents and carers that Loddon Primary School takes their children's welfare seriously and that they are being educated in a safe and secure environment.

Objectives

- To develop and implement an anti-bullying policy and procedures based on a consistently implemented whole school approach.

- To be proactive in Anti-bullying education.
- To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To educate children who show bullying behaviour that their behaviour is unacceptable and to reassure others that action will be taken to keep them safe.
- To accurately record all incidents of bullying and to monitor the effectiveness of anti-bullying strategies.
- To address concerns with children who show bullying behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

Definition

Bullying is behaviour by an individual or group, repeated overtime, which intentionally hurts another individual or group either physically or emotionally.

Bullying frequently involves an imbalance of control.

Bullying behaviour may be direct or indirect. Direct forms include verbal assaults and taunts; physical violence and threats; on-line cyber bullying; unwanted sexual interest or contact. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive graffiti.

Loddon Primary School takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve racist, sexist, disablist or homophobic elements.

In such cases, these issues will be specifically addressed with the child showing bullying behaviour and his/her parents/carers where appropriate.

Scope

The School has an enduring interest in the welfare and conduct of its pupils and will respond supportively to any information it receives about bullying outside School, thus:

If it emerges that if a pupil is responsible for bullying other children outside School, then this matter will be investigated and (if appropriate) the child's parents informed.

If a child is found to have been bullied outside School, then help and support may be offered and advice given on how to avoid further incidents in future. The child's parents will be informed. If there are more general concerns about children's safety outside School, then appropriate agencies such as the community wardens or the local police will be contacted and their help sought in resolving these concerns.

If information is received that a child is being bullied by a sibling outside School, this will be discussed with the parents.

If children are being bullied by pupils of another school that school will be informed.

Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the School's policy consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition, the issue of bullying will be raised with pupils at a number of levels, including:

- At whole-school level - through assemblies when children will be informed that bullying is unacceptable and the actions that will be taken to prevent bullying taking place.
- At classroom level - during circle times, projects, theme weeks and PHSE and Values education lessons.
- At individual level - children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.
- Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control to prevent further incidents.
- Loddon Primary School recognises that there are particular times when children may be more vulnerable to bullying - lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times, there is adequate supervision available to reduce the risk of bullying incidents.
- Also, there are locations about the school in which incidents of bullying are more likely to occur and again, arrangements will be made to ensure that these are properly supervised or pupils will be forbidden access to these areas.
- There is an expectation that children will talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances, staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
- Parent/carers who believe their children are being bullied should share their concerns with School at the earliest opportunity and be prepared to work with School to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- Similarly, if parent/carers believe their child is bullying others, this information should be shared with School so that the problem can be addressed and a plan agreed to prevent further incidents and the child helped to change his/her behaviour.

All of these preventative strategies operate within a Values Based School ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment.

In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour.

(See also our Safeguarding policy).

Parental Involvement

Loddon Primary School is firmly committed to working in partnership with parent/carers and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying behaviour occurs.

Loddon Primary School recognises the important influence which parents/carers have on their children and would wish, to enlist their support when their child is involved in bullying..

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents the School will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by School staff and parents informed.

Implementation

Loddon Primary School is committed to creating a bully-free environment and will ensure that its policy is applied rigorously. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall with the School's definition of bullying and ensure that the victim receives what support is required; the child is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All children are made aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Post Incident Responses - for the child who has been bullied

When a member of staff receives information, either directly or indirectly, that a child may have been the bullied, this report will be taken seriously and investigated.

Loddon Primary School will offer a proactive, sympathetic and supportive response to children who are bullied. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling
- assertiveness training
- extra supervision/monitoring
- peer mediation/peer mentoring
- informing/involving parents
- adult mediation between the children involved (provided this does not increase any child's vulnerability)
- arrangements to review progress

Post Incident Responses - for the child who showed bullying behaviour

Loddon Primary School takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable children to behave in an acceptable way. Loddon Primary School may apply sanctions such as loss of break time in demonstrating to that bullying behaviour is unacceptable and in promoting change.

Loddon Primary School will respond to incidents of bullying behaviour in a proportionate way - the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary, they will be applied consistently and fairly. The following options will be considered:

- positive reinforcement of appropriate behaviour in order to promote change and bring unacceptable behaviour under control
- immediate action to stop an incident of bullying in progress
- engagement with the child to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- loss of lunch/breaktime privileges
- removal from class/group
- withholding participation in sports or out of school activity (if not essential part of curriculum)
- parent/carer informed
- 'no-blame' small group interventions, usually by the class teacher
- counselling/instruction in alternative ways of behaving
- adult mediation between the children (provided this is safe for the children)

Sanctions - the most serious bullying

Where usual support and sanctions have not resulted in bullying behaviour ceasing or where the seriousness of a bullying incident dictates the most serious of consequences Loddon Primary School will act accordingly.

- Pastoral Support Plans and/or Multi-agency involvement will be put in place.
- Fixed periods of exclusion will be issued.
- Permanent exclusion (in extreme cases which may involve violence) will be considered.

Monitoring and Evaluating

Each incident of bullying falling within the school definition will be recorded. Any incidents with a racist, sexist, disabilist or homophobic element will be identified.

An annual pupil survey will be carried out to collect feedback from pupils on current trends in bullying behaviour within the school. Individuals who indicate that they are currently being bullied will be spoken to by teaching staff and appropriate action in line with this policy will be taken to resolve any problems.

An annual report will be made to the Governing Body indicating the extent of the problem and any trends which may emerge.

Senior staff and Governors will evaluate the effectiveness of the Policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.