



Langley Park

Primary Academy

Anti-Bullying Policy

Written: April 2016

Approved by Governors:

Review Date: April 2017

Signed:(Chair of Governors)

Definition of Bullying:

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.” (DfE: Website April 2016)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444862/Preventing_and_tackling_bullying_advice.pdf

Definition of Cyber Bullying:

“Cyberbullying is bullying that takes place using technology. Whether on social media sites, through a mobile phone, or gaming sites, the effects can be devastating for the young person involved. There are ways to help prevent a child from being cyberbullied and to help them cope and stop the bullying if it does happen. Parents and carers need to be aware that most children have been involved in cyberbullying in some way, either as a victim, perpetrator, or bystander. By its very nature, cyberbullying tends to involve a number of online bystanders and can quickly spiral out of control. Children and young people who bully others online do not need to be physically stronger and their methods can often be hidden and subtle.” (DfE: Website April 2016)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

POLICY STATEMENT

Bullying of any form is not tolerated by Langley Park Primary Academy, and all staff and pupils are expected to be committed to this policy. All staff and pupils should respect each individual and aim to make everyone feel comfortable, both on their way to and from the Academy and within it. There must not be any fear of, or intimidation from, other people, either physical or psychological.

Bullying can occur through several types of anti-social behaviour. It can be:

- i physical – a person can be physically punched, kicked, spat at, etc;
- ii verbal – verbal abuse can take the form of name calling, it may be directed towards gender, ethnic origin, physical/social disability, or personality;
- iii exclusive – a person can be bullied simply by being excluded from discussion/activities with those they believe to be their friends;
- iv damage to property or theft – a person may have property damaged or stolen, physical threats may be used by the bully to coerce the person to hand over the property to them;
- v cyber – this applies to inside and outside of the Academy through the use of instant messaging, email, text messaging and other internet sites.

It is important that victims are not made to feel powerless so to this end, victims of bullying will, in the first instance, have a dialogue with an adult to discuss ways in which the situation can best be dealt with and this will include discussion on appropriate sanctions. S/he will also be offered safe areas for breaks and lunchtimes.

The Academy will:

- i ensure all pupils are aware of the nature of the bullying;
- ii ensure all pupils are aware of the measures that will be taken against bullying;
- iii inform parents of the Academy's attitude towards bullying via the information booklets; and newsletters;
- iv ensure that all staff are aware of the anti-bullying policy and procedures for its implementation, a copy of which will be included in the Policy Folder; and
- v display anti bullying posters throughout the Academy.

ROLES AND RESPONSIBILITIES

It is the responsibility of the Governing Body to establish a policy and procedure for Anti-bullying and to monitor the effects of the procedure.

It is the responsibility of the Principal to promote positive relationships in the Academy by encouraging and fostering acceptable standards of behaviour, good personal relationships and a respect for the individual. Any breaches of good conduct and behaviour will be addressed promptly, using informal procedures where possible but implementing formal procedures where necessary.

It is the responsibility of all staff to familiarise themselves, and comply, with this policy and procedure with professional standards. In particular, they should encourage and foster acceptable standards of behaviour, good personal relationships and a respect for the individual.

It is the responsibility of pupils to develop positive relationships in the Academy and demonstrate acceptable standards of behaviour, good personal relationships and a respect for the individual.

It is the responsibility of parents/carers to support the Academy in encouraging and fostering in their children, acceptable standards of behaviour, good personal relationships and a respect for the individual.

PROCEDURES

As a pupil if you suspect someone is being bullied:

- i Take action. Approach the victim, try talking her/him to find out the situation, and refer her/him to an adult.
- ii Tell an adult immediately.
- iii Do not be, or pretend to be, friends with a bully.

If you are being bullied:

- i Tell an adult.
- ii Tell yourself that you do not deserve to be bullied, and that it is wrong.
- iii Be proud of who you are.
- iv Try not to show you are upset, it is difficult, but a bully thrives on someone's fear.
- v Stay with a group of friends, there is safety in numbers.
- vi Walk confidently away, go straight to a member of staff.
- vii You may feel angry, but rise above it. Don't get involved in a fight.
- viii Be proud of who you are.

As a parent:

- i Look for unusual behaviour. For example, your child may suddenly not wish to attend school, may feel ill regularly, or may not complete work to his/her normal standard.
- ii Inform the Academy immediately you suspect bullying.
- iii Advise your child not to fight back.
- iv Reassure your child that there is nothing wrong with her/him.
- v Make sure you and your child are aware of the Academy's Anti-bullying Policy.
- iv Do not get involved personally with other parents.
- vii Make sure you talk to your child.

As a member of staff:

- i Record all incidents of bullying on an information sheet and give to the Principal (or in her absence the Inclusion Leader or Family Liaison Officer)
- ii Deal quickly, firmly and fairly with any complaints. Refer to additional support if appropriate.
- iii Encourage pupils and staff to form positive attitudes towards others.
- iv Ensure that bullies are counselled and/or sanctioned appropriately.
- v Ensure that victims of bullying are given help, advice and support by appropriate staff or outside agencies.
- vi Ensure that all staff, teaching and educational support staff, are given appropriate information and training where necessary, in respect of the Academy's Anti-bullying Policy.
- vii Ensure that the Academy uses any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other, e.g. in the PSHE programme.
- viii Encourage the students to be involved in writing the Academy's Rules.
- ix Talk to the suspected victim, the suspected bully and any witnesses.

The victims will be supported in the following ways:

- i By being offered the immediate opportunity to talk about the experience i.e. through an adult they are comfortable with
- ii By the Academy informing the victim's parents/carers.
- iii By the Academy offering continued support when the victim feels s/he needs it.
- iv By the Principal and Executive Head taking disciplinary steps to prevent more bullying.

The bullies will be disciplined and counselled in the following ways:

- i By the Principal (or in her absence the Inclusion Leader or Family Liaison Officer) talking about what happened, to discover the reasons they became involved.
- ii By the Principal (or in her absence the Inclusion Leader or Family Liaison Officer) informing the bullies' parents/carers.

- iii By all staff continuing to work with the bullies to get rid of prejudiced attitudes.
- iv By the Principal (or in her absence the Inclusion Leader or Family Liaison Officer) taking disciplinary steps to prevent more bullying.

DISCIPLINARY STEPS

The Academy will take a range of disciplinary steps; these include:

- i An official warning to stop offending.
- ii Inform bullies' parents/carers.
- iii Give detentions at break or lunch times.
- iv Internal Exclusion
- v Exclude from the Academy during lunch times.
- vi Exclude from Academy for a fixed period (one or two days).
- vii If bullying persists, exclude for a fixed period (up to five days).
- viii If bullying persists, recommend a permanent exclusion.

The Academy aims to comply with Section 154 of the Education Act 1996 by maintaining an ethos and environment which will encourage and foster acceptable standards of behaviour, good personal relationships and a respect for the individual.

MONITORING AND REVIEW

The Principal will report on the policy to the Executive Head Teacher as appropriate.

The Principal will report to the Governing Body on any relevant aspects of the working of the policy as appropriate.

This policy will be reviewed on an annual basis.