

The
Lloyd Williamson
Schools

Anti-Bullying
Policy

2020-2021

Agreed working definition: What is Bullying?

Bullying is purposeful and repeated action conducted by an individual or group and directed against an individual who may or may not be able defend himself/herself in the situation. This definition includes bullying in all its forms, whether racial, gendered, cultural, ageist or have other bias/prejudice in its root motivation.

Bullying can take different forms:

- Verbal bullying: name calling, use of threatening or provocative language, etc;
- Psychological bullying: excluding an individual from group play, refusing to talk to or even acknowledge an individual;
- Physical bullying: hitting, kicking, grabbing an individual; taking or hiding another's property etc.

At The Lloyd Williamson Schools we acknowledge that bullying does happen from time to time and that it would be unrealistic to claim that it does not. We aim to:

- Ensure that all children and adults within school have a common understanding of what bullying is;
- Minimise all forms of bullying;
- Communicate clearly to children and parents the school's strong response;
- Stress that the whole school community acts together on this issue;
- Continually work to maintain a warm and harmonious atmosphere within school.

Children are made aware of how to raise any issues pertaining to them as part of Circle Time and Social Studies – or any other such time available to the teacher or Co-Principals. Issues should be discussed as they come up or as soon as possible, depending on the circumstances.

Principles

- All allegations of bullying will be carefully investigated, in the first instance, by the member of staff to whom the report is first made and then followed up by the class teacher of the child who reported the incident – it will be the responsibility of that class teacher to report the incident to other members of staff as appropriate;
- Pupil's, parents and staff will be encouraged to talk openly about the issue;
- As part of the curriculum, greater understanding of bullying in all its forms will be developed in Social Studies and individual class circle time;
- Children will be taught strategies, via role-play to help them deal with situations of bullying which they may encounter;
- Staff will respond calmly and consistently to allegations or incidents of bullying;
- The school is committed to the protection and support of all parties during the school day, which includes After School Club or any other extra curricular time on school premises whilst issues are resolved.
- Members of staff responsible for children on outings will undertake the same responsibilities as though they were on the School Premises.

NB: Parents of those children who come to watch an after school sporting activity will be responsible for the care of the children in their charge.

Whole School Strategies to Minimise Bullying

1. Members of staff will monitor the playground at breaktimes and will deal with minor issues as well as more serious ones.
2. A regular programme of PSHE work, with emphasis on role-play, will support this policy in Circle Time and Social Studies.
3. There will be regular teacher/class discussion dealing with friendship/breaktime issues as the need arises.
4. Peer support will be strongly encouraged and facilitated: children will be taught how to effectively support a bullied child and how to resist 'joining in' with behaviour identified as bullying;
5. A school **Anti-Bullying Code** is in use in every class, giving clear advice to children on what to do if you are a witness or a victim of bullying;
6. Each class will introduce a **Worry Box** where children can express a variety of concerns, which the teacher can discreetly approach them about.

If you see someone being bullied:

- DON'T rush over and take the bully on
- DO let a teacher or other staff member know
- DO try to be a friend to the person being bullied
- DON'T join in
- DO try to help the bully stop bullying

If you are a victim of bullying:

- TELL a teacher or another adult in school
- TELL your family
- TAKE a friend with you if you are scared to tell someone by yourself
- KEEP telling people until someone listens
- DON'T blame yourself for what has happened

How the School Responds To Specific Allegations of Bullying

1. Children will know who to talk to in the first instance. This may be their class teacher, another teacher known to them or a Learning Support Assistant. The children will be given every opportunity to report and discuss any behaviour from another pupil at school that they feel uncomfortable about. The member of staff that this is reported to may deal with this or may refer the child concerned to the child's class teacher who must follow up allegations of bullying. It is the responsibility of the member of staff confided in by a child to feed back to the class teacher as soon as possible.
2. The class teacher will take steps to discuss the problem with the children concerned to establish the situation and talk through any issues. An early resolution is sought by giving all parties an opportunity to voice what is happening and how they are feeling using the principles of emotional literacy as discussed in staff training.
3. Children on both sides of an incident are informed that the situation is being monitored by the class teacher/s concerned. The class teacher dealing with an incident will check to see if the children have been involved in incidents of bullying in the past and will take this into account in dealing with the situation. Reports of incidents of serious bullying must be written up on a **Serious Incident** form, which will be kept in the Co-Principal's office. The *Action Taken* section of this form should be for both the victim and perpetrator and

should outline steps taken by the teacher to safeguard the welfare of the victim and to ensure that the perpetrator stops the bullying behaviour.

4. If there is no improvement, or further incidents of bullying occur, the parents of the child exhibiting bullying behaviour will be contacted in order to come into school to discuss the problem and to make clear that a zero tolerance policy is being adhered to. If further bullying takes place, measures will be taken in line with the school's *Behaviour Policy*. In cases of physical violence against another child, he or she will be excluded for a fixed term in the first instance.
5. As a result of the discussion with all children/parties concerned, clear expectations will be laid down as to:
 - Expected behaviour and attitudes;
 - Where the bullying child should be at specific times of the day;
 - Who they should report to, and when;
 - Who they should keep away from;
 - What are the arrangements for beginning/ending lessons, lunchtimes, staring and ending day.

Individual circumstances will determine the precise arrangements to be made. These will be made in agreement with the Co-Principal.

6. Support, in the form of mentoring and/or brief counselling by the Principal, is given to the victim and the bully (as deemed necessary in negotiation between the child, parent, teacher and Principal) to raise their self-esteem and develop appropriate positive social skills.
7. Where parents/carers or a child reports an incident of bullying outside of school, or via the internet (in all its forms), the school will support parents and children to end the bullying behaviour by inviting discussion on identification of the specific incident/s, impact on the victim, and to demand parental support for cessation of the bullying behaviour.

The Role of Parents

- Look out for persistent unusual behaviour: they may suddenly not want to attend school, tell you they feel ill when you know this is not the case, not complete work to their usual standard. ***These behaviours may indicate something other than bullying and it is important that parents be sympathetic whilst not jumping to conclusions too quickly. Always talk to the class teacher.***
- Always take an active role in your child's education – social aspects as well as academic – by asking them how their day has gone. Do not worry if they don't tell you very much.
- If you feel your child has been bullied, contact the school/class teacher immediately. Your concerns will be taken seriously and, if necessary, action will follow.
- Do not challenge parents or pupils yourself – let the School act on your behalf.
- Do not tell your child to fight back – this can make things worse!
- Reinforce the School's policy on bullying and let the class teacher mediate the any situation that arises.
- Stay calm and show that you are working with the School to solve the problem.
- Encourage your child to understand that bullying happens to most people at some time or another and that it can be dealt with effectively.
- Help your child to develop coping strategies for dealing with conflict – this is encouraged at School on a regular basis.

Monitoring and Evaluation

Staff will regularly evaluate the effectiveness of this policy through discussion with children in class and in whole school activities such as Drama, Social Studies and assemblies.

The Co-Principals are committed to keeping the policy up to date with initiatives, guidelines and legislation.

Updated August 2020

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