



# Lingfield Education Trust

## Anti-Bullying Policy

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Policy prepared by (name and designation)	Nick Blackburn CEO
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## Introduction

Lingfield Education Trust is an Anti-Bullying trust. We take any reports about bullying seriously and resolve the issue in a way that protects the child. We believe it is the behaviour that is wrong, not the child and we have strategies in place to deal with any situation reported to us. Our Anti-Bullying Policy is a working document which helps everyone at our schools help to prevent and respond to bullying. It is an integral part of our overall Behaviour Policy and should be read in conjunction with our Child Protection & Safeguarding Policy.

## Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a trust ethos in which bullying is regarded as unacceptable. We aim as a trust to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent trust response to bullying incidents that may occur.

We aim to make all those connected with our schools aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our schools.

## What is bullying?

- Deliberately hurtful behaviour
- Repeated over a period of time
- Difficult for those being bullied to defend themselves.

Lingfield Education Trust is proactive in reducing bullying and our pupils understand that they play a big part in preventing bullying. KS2 pupils can explain what they would be able to do if they find themselves as bystanders. Our School Councils consult all pupils annually when reviewing our Anti-Bullying Policy in schools.

## Types of Bullying

Bullying is taken very seriously in our schools. We have developed a consistent approach to monitoring bullying incidents, which enables us to identify immediately if bullying is reoccurring between the same pupils. Staff record and monitor all incidents and events on CPOMs in the following categories:

**Racial Bullying:** refers to a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, faith, community, national origin or national status.

**Special Educational Needs and Disabilities:** when someone is being verbally, physically or emotionally bullied because of their learning difficulties or disabilities.

**Sexist, sexual or Trans-phobic Bullying:** refers to bullying when someone (or group), usually repeatedly, harms another person or intentionally makes them unhappy

because of their sex or because they may not be perceived to conform to gender norms. The root cause of these forms of bullying is gender inequality. **Sexist**-this bullying is based on sexist attitudes that when expressed demean, intimidate or harm another person because of their sex or gender. **Sexual**-this includes physical, verbal or non-verbal/psychological bullying behaviour e.g. suggestive sexual comments or innuendo, including offensive comments about sexual reputation; or sexual language that is designed to subordinate, humiliate or intimidate. **Trans-phobic**-bullying behaviour towards someone who is transgender. 'Transgender' is an umbrella term that describes someone whose sense of gender or gender identity is seen as being different to the typical gender norms.

**Cyber bullying:** when a person, or group of people, uses the internet, mobile phones or other digital technologies, to threaten, tease or abuse someone.

**Social/Emotional/Psychological Bullying:** when someone is intimidated by another person or group of people; when someone is continually left out of games, deliberately ignored and has bad things spread about them, making them feel like an outsider.

**Verbal Bullying:** when someone is called names, through teasing, taunting or making offensive remarks. Verbal bullying can also include threatening language or comments. This can also include excluding someone from a group, rumours, dirty looks, whispering and graffiti.

**Physical Bullying:** when someone is hit, punched, pushed, threatened or has their personal items stolen. It can also include any other kind of physical/aggressive contact.

**Homophobic Bullying:** this can take the form of rumour-mongering, social isolation, text messaging and frightening looks, as well as more obvious forms of bullying. It does not just affect young people who identify as LGB (Lesbian, Gay, Bisexual). In schools, homophobic bullying can directly affect any young person whose life choices, interests or needs do not conform to accepted gender norms-this includes choices made by family members.

### Monitoring and Review

Our Anti-Bullying Policy is monitored on a day-to-day basis by the Head of School/Headteacher/Executive Headteacher and discussed termly by SLT. The Head of School/Headteacher/Executive Headteacher reports to Local Governors about incident and the effectiveness of the policy.

Information for monitoring and review purposes is gathered from talking with children, both formally and informally, from parent/carer communications, in addition to staff observations and ongoing reports on CPOMs.

When writing this policy, we have taken into account information from:

DfE Guidance: Preventing and Tackling Bullying: Advice for head-teachers, staff and governing bodies. March 2014

### Pupils

If children are being bullied they can expect that:

- They will be listened to and taken seriously.
- Action will be taken to help stop the bullying.
- They will be involved in the process of deciding what action to take or help to stop the bullying and any worries that they might have will be listened to and respected. This might include a daily/weekly check with a member of staff, peer support, parent being contacted.
- IF THE BULLYING CONTINUES-they will be given the opportunity to talk about the way that the bullying is making them feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. Parents of all parties will be informed.
- IF THE BULLYING STILL CONTINUES- they will be offered the chance to talk to staff from other agencies such as CAMHS, Behaviour Support, School Nurse, PSA and School Counsellor. Parents will be invited to meet at school to discuss this further.

If children are ever in fear for their physical safety, staff will take immediate action to keep them safe with the help of colleagues at school, parents/carers and outside agencies, including the Police, if necessary.

### Parents/Carers

You can expect that:

You will be kept informed of our anti-bullying work as and when it is carried out during the academic year. Staff will always do their best to address any concerns you might have and you will be contacted by the end of the day to give reassurance that an incident is being looked into. You will be asked to cooperate with us in supporting your child and promoting the message that bullying behaviour is not acceptable.

If your child is being bullied, you can expect that:

- You and your child will be listened to and believed.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you might have.
- Wherever necessary, the Head Teacher will put you in contact with outside agencies that can help support you and your child in addressing his/her experience of being bullied.

If your child is bullying another student, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly.

- Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by staff. This might include Restorative Practice work being carried out with your child.
- Wherever necessary, the Head Teacher will put you in contact with outside agencies who can help to support you and your child in addressing his/her bullying behaviour.

### Bully

#### If you are bullying another pupil you can expect that:

- Your bullying behaviour WILL be challenged.
- You will be treated fairly.
- You will be given every opportunity to change your behaviour and encouraged and supported in doing so. This might include a daily/weekly check in with a member of staff, peer support, break/lunchtime privileges removed and your parents will be contacted.
- IF THE BULLYING PERSISTS-you will be expected to work with trained staff to look at the reasons that you have been bullying and to find out and put into practice other ways of behaving. This will include sessions giving you the opportunity to explain how you are feeling, what you are thinking, how this is affecting you and others and how you and the 'victim' decide to move forward. Parents of all parties will be informed.
- IF THE BULLYING STILL PERSISTS- you will be offered the chance to talk to staff from other agencies who can help you to stop bullying.
- IF THE BULLYING PERSISTS FURTHER- and you don't work at changing your behaviour, your parents/carers will again be invited to discuss it with the Deputy Head Teacher and Head Teacher.

Our priority is to make all schools a safe, secure and purposeful learning environment. If you take part in serious victimisation, abuse, intimidation, or episodes of physical bullying against any other person belonging to our school community, it is dealt with very seriously and will result in serious consequences being followed.

#### Preventative methods and intervention strategies

- Our Anti-Bullying policy is available on our website, providing parents/carers and the wider community with information on how Lingfield Education Trust tackles bullies and bullying.
- Anti-Bullying policy is reviewed annually.
- We have created an inclusive, safe environment where pupils can openly discuss aspects of bullying, religion, ethnicity, disability, gender or sexuality.

- Staff are available before, during and after school to allow pupils to feel supported and safe.
- We encourage the view that reporting incidents of bullying is taking responsible action and is not viewed as 'telling tales.'
- Good communication between staff ensures any issues between pupils are highlighted, recorded and monitored on CPOMs.
- Whole School involvement in November's Anti-Bullying Week and February Internet Safety Day includes assemblies, circle time discussions, involvement in displays and competitions.
- School Council hold regular meetings for pupils to voice their concerns, who then discuss ways of overcoming them.
- We run lunchtime and after school clubs to encourage pupils to engage in meaningful activities and positive socialisation in a safe and comfortable environment.
- Lunchtime Assistants give certificates for good attitudes and fair play.
- We ask parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying to contact their child's teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school, as well as reinforcing the value of good behaviour at home.
- Where bullying outside school is reported to school staff, it is investigated, acted upon and reported on CPOMs. If the misbehaviour could be criminal or poses a serious threat, our PCSO/the Police are informed immediately.

**Review Date – Autumn 2017**