



LORDSWOOD
SCHOOL

Anti-Bullying Policy

Date: March 2023

Review Due: March 2024

Reviewed Annually

Principles

Our ethos as a welcoming, safe, secure and nurturing school is of paramount importance and is a key priority to ensure we prevent and tackle bullying. Our vision for the school clearly expresses our belief that we value everyone for their history, heritage and culture as we prepare pupils for the next stage of their education and beyond.

- Pupils have the right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- The school will not tolerate bullying.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and investigated.

A definition of bullying

Bullying is ongoing acts of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms: physical, verbal, making gestures, extortion and exclusion. It is an abuse of power and can be planned and organised or may be unintentional. It may be perpetrated by individuals or by groups of pupils.

Bullying behaviour is usually defined as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation.

Forms of bullying can include:

- Physical violence
- Interfering with another pupil's property
- Using offensive names when addressing another pupil, this may be sexist, racist or homophobic in nature
- Teasing or spreading rumours about another pupil or his/ her family
- Belittling another pupil's abilities and achievements
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from a group
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms
- Misusing technology to hurt or humiliate another person.

This policy links with our school Relationship Policy, our Safeguarding policy, our E-safety policy, our SEND policy and our PSHE policy.

Preventative Measures

Pupils are supervised at all times and all staff are trained to support and empathise with pupils. Our Relationship Policy supports high standards of conduct and clear sanctions are in place. Pupil Ambassadors support other pupils and are role models.

Pupils learn that bullying is extremely serious, is always unacceptable and that all incidents must be reported to a member of staff. All concerns about bullying will be taken seriously and investigated thoroughly. However, pupils who are being bullied may not report it. There may be changes in their behaviour such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work

patterns such as the lack of concentration. All school staff are alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

The school curriculum incorporates a range of opportunities to educate pupils about our anti-bullying ethos: e.g. Assemblies, Circle time, PSHE lessons, displays and through our Anti-Bullying week focus. Children are encouraged through our values to respect each other and be tolerant, patient and caring of others:

Responsibilities

Staff will:

- Develop pupils' self-esteem, self-respect and respect for others
- Demonstrate high standards of personal and social behaviours
- Discuss bullying with classes, groups and individuals in an age appropriate manner
- Be alert to the signs of distress and other possible signs of bullying
- Listen to children
- Report and record suspected cases of bullying
- Follow up any issues raised by parents and liaise with relevant professionals
- Deal with observed incidents promptly and effectively

Pupils will:

- Learn to understand that bullying is extremely serious and is unacceptable
- Refrain from bullying, even if there is strong peer pressure
- Intervene to protect other pupils unless it is unsafe to do so
- Report bullying to a member of staff

Anyone who is subject to bullying should:

- Not suffer in silence and have the courage to speak out
- Have opportunities to speak to adults and to know who to speak to and how to get to speak to them

Parents should:

- Watch for signs of distress
- Advise their child/children to report bullying
- Advise not to retaliate violently
- Be sympathetic and supportive
- Keep a written record
- Inform the school
- Co-operate with the school

This policy was formulated in consultation with pupils, staff, parents and Governors and is reviewed annually.

Overall responsibility lies with the Head who liaises with the Senior Leadership Team and Inclusion Lead to ensure a robust and sustainable model of Leadership.