

Loxwood Primary School Anti-Bullying Policy



LOXWOOD
SCHOOL

Approved by:

Governing Body

Date: October 2024

Next review due by:

October 2025

Policy Statement:

At Loxwood Primary School we are committed to providing a warm, caring and safe environment for all our children. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Legal Framework:

At Loxwood Primary School, we are aware that pupils may be bullied, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils. It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Loxwood Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team.

Definition:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- **Verbal:** name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- **Physical:** pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- **Racist:** racial taunts, graffiti, gestures, making fun of culture and religion
- **Sexual:** unwanted physical contact or sexually abusive or sexist comments
- **Homophobic:** because of/or focussing on the issue of sexuality
- **Online/cyber:** setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- **Any unfavourable or negative comments,** gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not: It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling

or 'childish prank'. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Procedures for reporting and responding to bullying incidents:

All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour, using a restorative approach.
12. All investigations will be recorded by staff on CPOMS.
13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem with the headteacher.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. The Governors receive termly reports detailing any bullying incidents.
16. If necessary and appropriate other agencies will be consulted.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through our learning mentor or outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Vulnerable Groups:

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Staff should be mindful that any vulnerable pupil may be susceptible to strong influence and extremist views. When dealing with behaviour staff should always be mindful of the PREVENT training that they have undertaken.

What's a racist incident?

A racist incident is "any incident which is perceived to be racist by the victim or any other person", according to the [Stephen Lawrence Inquiry report](#) (page 362, section 45.17).

When to report a racist incident

There's no specific legal requirement for schools to report racist incidents to any external bodies, whether they involve pupils or not – **unless** the racist incident is a crime.

Only report a racist incident to the police if you believe a crime has been committed

[Citizens Advice](#) gives guidance on when a racist incident can be considered a crime.

If a racist incident occurs between parents of pupils, it's up to either of the parents to decide whether to call the police.

If the incident occurs on the school premises, and you believe pupils or others are at immediate risk of harm, you should inform the police.

You'll need to report bullying incidents in some circumstances

You **must** report bullying (including racist bullying) incidents to:

- **Your LA's children's social care team** (and the police, if appropriate), **if** you think the incident constitutes a child protection concern – this would be where there's "reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm"
- **The police**, **if** the incident could be a criminal offence or pose a serious threat to a member of the public (this applies whether it happened on or off school premises)

These requirements are outlined on page 6 of the DfE's guidance on [preventing and tackling bullying](#).

Take a look at our article on [recording and reporting bullying incidents](#), which explains this in more detail.

How to record racist incidents

Racist incidents will be recorded on CPOMS.

At Loxwood we take racist bullying seriously

Under the [Equality Act 2010](#), schools have a duty to eliminate discrimination against pupils due to factors including race, which covers:

- Skin colour
- Nationality
- Ethnic or national origins

Bullying Prevention:

- **Curriculum Links:** We utilise subjects like RSE and computing to educate the children about bullying, including online. An annual 'Anti-bullying Week' is held to further raise awareness.
- **School Environment:** We foster an inclusive and safe environment both physically and emotionally. Staff build trusting relationships with the children at Loxwood. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.
- **Mental Health Support:** We have a mental health team who work together to support those involved in bullying incidents.
- [Welcoming Refugee and Asylum Seeking Learners - The Bell Foundation](#)
- [Home | an Aardman and Save the Children UK short film - YouTube](#)
- [Refugee Week – Resources for Schools & EYFS | National Literacy Trust' | National Literacy Trust](#)

Anti-bullying Ambassadors:

The Anti-Bullying Ambassador Programme engages young people, parents and teachers to change the attitudes, behaviour and culture of bullying by building skills and confidence to address different situations, both online and offline. Loxwood Primary School are proud to have six trained Anti-Bullying Ambassadors who are now working with Mrs Swann.

Monitoring & Review:

- **Record Keeping:** Staff maintain detailed records of all reported incidents and their resolutions as suggested by Ofsted guidelines.
- **Reviewing the Policy:** We review the policy yearly to ensure its relevance and effectiveness.

Links to Other Policies

- Behaviour Policy
- Safeguarding Policy

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful:

Against Bullying 0845 230 2560 www.actagainstbullying.com

Anti-Bullying Alliance (ABA) 0207 843 1901 www.anti-bullyingalliance.org.uk

Anti-bullying Network 0131 651 6103 www.antibullying.net

Childline 0800 1111 (helpline for children) www.childline.org.uk

Kidscape 020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)
www.kidscape.org.uk

NSPCC 0207 825 2500 www.nspcc.org.uk