

Anti-Bullying Policy

Date	Review Date	Coordinator	Nominated Governor
September 2025	September 2027	Martin Yeo	Governing Body

1. Aims

Everyone at Longleaze will work together to:

- Make our school a place where everyone can feel safe and happy.
- Help everyone to get along with each other because we believe that everyone has the right to be who they are.
- Always treat bullying seriously.

2. Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaints policy
- Child protection policy
- Confidentiality policy
- Online safety Policies (AUP)

3. Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

4. Responsibilities

It is the responsibility of:

- The head teacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently, and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

5. Definition of bullying

- Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally (DfE- “Preventing and Tackling Bullying”, July 2017)
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer-on-peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

6. Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying related to physical/mental health conditions
- Physical bullying

- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
- Bullying related to race, religion, faith and belief and for those without a faith
- Bullying related to ethnicity, nationality, or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic / biphobic bullying)
- Gender based bullying, including transphobic bullying.

7. Tell Tale Signs.

Children who are being bullied may:

- be frightened of walking to or from school alone.
- be unwilling to go to school or feel ill every morning.
- begin to be poorly at school.
- have clothes or possessions destroyed.
- have possessions go missing.
- cry when left alone.
- have unexplained cuts and bruises.
- ask for money or begin stealing (to give to the bully)
- become withdrawn and start stammering.
- become depressed and anxious, may stop eating.
- have nightmares.
- begin to bully other children or siblings.
- give improbable excuses for any of the above
- show a general change in behaviour which causes concern.

8. Strategies for prevention of bullying:

As teachers we must:

- Tell the children regularly that all forms of bullying are **NOT tolerated** in the school. Everyone is expected to ensure that it does not happen and has the responsibility to tell - this is not telling tales.
- Raise self-esteem of pupils through praise, reward system, positions of responsibility, circle times etc.
- Help the pupils to understand differences caused by religious beliefs, race, illness, medication, handicap, or disfigurement etc in order to increase tolerance and reduce the likelihood of bullying.
- Use PSHE and circle time to provide opportunities for the children to discuss bullying, what it is, what can be done, etc.
- Use PSHE / role play to teach co-operation skills, and non-bullying ways of resolving conflict.
- Provide on-going opportunities to bring problems out into the open e.g., through regular circle time or use of a “worry box”, puppets, Peer Mediator scheme, etc.

- Teach the children that by witnessing an incident of bullying and doing nothing they are actively encouraging bullying behaviour. **Bystander power is the biggest weapon we have in tackling bullying**, we need to teach pupils how to be effective bystanders and take on social responsibility.
- Teach the children strategies for dealing with bullying themselves in an age-appropriate manner. (Appendices 1 and 2)
- Use PE lessons to teach the children that, when playing a game, the rules are laid down by all players, right at the beginning, and the importance of keeping these rules.
- Use assemblies and drama to demonstrate anti-bullying attitudes and the values we want to promote.
- Encourage children to make friends and work together through co-operative group work.
- Have clearly defined, taught, playground rules and show that it is important to stick to the rules for everyone's best interest.
- Reward appropriate behaviour and ensure that everyone knows the consequences of breaking the rules so that the system is seen to be fair.
- Be aware of situations and places where bullying could take place and monitor these.
- Keep abreast of the work of anti bullying charities such as Kidscape, Childline etc, and take part in government initiatives.
- Watch videos to help explain what bullying is and giving strategies to deal with it.

9. Reporting Bullying

Victims of bullying often feel very isolated and alone; they need to know that once they have told someone about being bullied, they will be protected from further bullying. Children at Longleaze, whether victim or bystander, need to know that they can report incidents of bullying to any adult member of staff, teaching or non-teaching, and that all incidents will be taken seriously. Children should be given time to talk and be praised for telling.

10. Responding to allegations of bullying.

All bullying allegations will be taken seriously, and incidents investigated thoroughly.

If a parent / carer alleges their child is being bullied, members of staff should:

- Recognise parents may be angry or upset.
- Keep an open mind.
- Remain calm and understanding.
- Make clear the school does care and something will be done.
- Explain the school policy.

The following actions will be taken:

- Ask for details and record the information.
- Make a further appointment to explain actions and find out if it has stopped.
- Follow up with staff to ensure that appropriate action has been taken and that the school policy has been implemented.

Alleged bullies, victims and witnesses are interviewed separately, and observations of the parties concerned are made.

If the incident is proved to be valid, the school will follow its Behaviour Policy accordingly.

Both perpetrator and victim will be supported.

For the perpetrator:

- analyse possible reasons for their actions by looking at the “whole child”, which includes both home and school environment,
- gather information, e.g., classroom observations,
- Investigate the underlying causes and take necessary steps in an attempt to resolve their problems, which may include obtaining advice from outside agencies.

For the victim:

- protection from the perpetrator, e.g., asking duty staff to watch out for the victim, keeping the perpetrator in at playtime and lunchtime,
- assertiveness training,
- using the strategies for prevention of bullying.

At this stage parents of both parties will be informed and may be involved in helping to resolve the situation, e.g., home/school contract.

If the situation is not able to be resolved, greater involvement of outside agencies may be requested.

A fixed term exclusion may be considered if difficulties cannot be resolved within the school environment.

If the situation appears to have been resolved, it will continue to be monitored on a weekly basis for half a term, by talking to the parties concerned and monitoring of the locations in which bullying occurred.

11. Bullying outside the school's premises.

Although the school is not directly responsible for bullying off its premises, through our policy we encourage children not to suffer in silence. If a pupil tells of bullying off the premises, the following steps could be taken:

- Talk to pupils about how to avoid or handle bullying outside school premises.
- Inform the parents of any Longleaze children involved.
- Map safe routes to school and tell pupils about them.
- Talk to local police about problems on local streets.
- Talk to Head of another school if applicable.

12. Monitoring and evaluation.

- Incidents of bullying will be monitored through pupil voice activities e.g., questionnaires.
- An analysis of school groups will be included to establish if there are any groups of pupils who are more vulnerable to being bullied e.g. girls/boy, disadvantaged, EAL etc.
- The results from monitoring activities will be reported to the governing body.

13. Allegations of Bullying of children by a member of staff

Bullying of a child by a member of staff will not be tolerated. Allegations will be thoroughly investigated, and the relevant Disciplinary Procedure.