



In our school we love deeply, respecting everyone and treating them with dignity;
we aspire with confidence, working hard and embracing challenge and
we serve God and the community, following the example of Jesus, to create a better world.

Ephesians 5:2 (NLT)

“Live a life filled with love, following the example of Christ. He loved us and offered himself as a sacrifice for us”

Latymer All Saints CofE Primary School Anti-Bullying Policy

Statement of Intent

The core values of love, aspiration and service underpin everything that we do at Latymer All Saints Primary school. We are committed to providing a safe and secure environment for all of our pupils and bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic/Transphobic** because of, or focusing on the issue of sexuality
- **Ability based** focusing on the abilities or intellect of others
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** internet, such as e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities

It is very important to remember that bullying is NOT the odd occasion of falling out with others, name calling, or arguments. Bullying is if this is done over a period of time on purpose.

Why must we respond to bullying?

Bullying hurts others and everyone deserves respect. Those who bully need to learn different ways to behave. Sustained unchallenged Bullying can have very serious consequences for young people who are the victim of it.

Schools have a responsibility to respond promptly and effectively to issues of bullying. We are fully committed to working in partnership with parents to ensure that this happens.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously and pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus.
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Has difficulty sleeping
- Feels ill in the morning.
- Begins to do poorly in school work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing"
- Asks for money and starts stealing money (to pay a bully)
- Has unexplained cuts or bruises.
- Comes home starving (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable.
- Begins bullying other children or siblings.
- Stops eating
- Is frightened to say what is wrong.
- Gives improbable excuses if any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber-message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Implementation

- If bullying is suspected or reported it should be dealt with in the first instance by the member of staff who has been alerted.
- The incident should be recorded in writing and reported to an SLT member.
- The school's behaviour policy will be followed, including contacting parents.

Pupils

Those who have been bullied will:

- Have an opportunity to discuss the incident
- Be reassured by staff
- Be monitored and supported in order to restore self-esteem
- Have their parents contacted

Those who have bullied will:

- Have an opportunity to discuss what happened
- Explore what may have led to the behaviour
- Consider the wrong doing and the need for change
- Have their parents contacted

The school curriculum will raise awareness of the nature of bullying, especially through PSHE, assemblies and our annual anti-bullying week.

Prevention

The following will raise awareness and help to prevent bullying

- our school vision and core values
- anti-bullying assemblies and anti-bullying week
- using the curriculum, especially PSHE, RE, circle time and assemblies to raise awareness of bullying and the school's expectations
- seeking support and help from outside agencies when necessary
- adhering to the E-safety policy to be alert to any form of electronic bullying
- maintain happy and safe playtimes through use of supervisory staff, playtime equipment and structured activities.

This policy should be read in conjunction with the school's behaviour policy.

Reviewed January 2020

