



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”

Anti-Bullying Policy

Statement of Intent

Latymer All Saints CE Primary School recognises and is committed to its responsibility to ensure that children are educated within a caring, happy, welcoming and protective community and in an atmosphere of openness and trust. Children are encouraged and taught to be articulate about their emotional well-being and the well-being of others and are expected to take ownership of their own behaviour and to support their friends to ‘do the right thing’. Bullying of any kind is unacceptable at Latymer All Saints, including being a complicit bystander, this means that anyone who knows bullying is happening is expected to tell an adult. If an incident of bullying should occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively.

Aims and Objectives

- To create within the school community an atmosphere of openness and trust where everyone will know that bullying will not be tolerated
- To provide a curriculum and an environment which promote students' self-esteem and respect for others
- To implement appropriate strategies for dealing promptly with any complaints or incidents of bullying as they arise
- To ensure that all governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- To ensure that all governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported and arises

What is Bullying?

Bullying may be distinguished from other unacceptable forms of behaviour in that it involves the dominance of one pupil by another, or a group of others, is premeditated and usually forms a pattern of behaviour rather than an isolated incident. It is the willful, conscious desire to hurt or threaten or to frighten someone else often over a period of time. To do this the bully has to have some kind of influence or control over the victim/s (and possible by-standers), a power not always recognisable to the teacher. How bullies exercise their illegitimate power depends on who they are, who the victim is and the context. Bullies are not recognisable stereotypes. Increasingly, bullying can happen through the use of communications technology such as text messages, e-mails or internet ‘chat rooms’. This form of bullying is seen to be just as unacceptable as ‘face to face’ confrontations.

Bullying may vary in its severity, frequency and in the numbers of people involved. The main forms of bullying are:

- Emotional - excluding, tormenting (e.g. threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures, names
- Sexist – comments, gestures, actions or attention that is intended to hurt, offend or intimidate
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

Bullying is not:

- Falling out with your friend
- Not getting your own way
- Other children not doing as you say, not playing the game that you want or not playing exclusively with you

Why is it Important to Respond to Bullying?

Bullying can be extremely damaging. It can lead to a lasting lack of self-esteem, depression, anxiety and physical harm. Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaving. Our school has a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child may not want to tell anyone if they are being bullied, but their behaviour might well show that something is not right. Adults should look out for these signs:

- Is unwilling to go to school (school phobic)
- Becomes withdrawn anxious, or lacking in confidence
- Feels ill in the morning
- Is frightened of walking to or from school – begs to be driven
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Changes their usual routine
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or 'go missing'
- Has unexplained cuts or bruises
- Asks for money or starts stealing money
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Becomes secretive, especially around internet links
and in worst cases
- Attempts or threatens suicide or runs away

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

Preventing Bullying

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of class/school rules
- signing a behaviour contract
- visiting theatre companies leading assembly
- Collective Acts of Worship including Bible Readings and a focus on the School Values
- reading stories about bullying or having them read to a class or assembly
- using the curriculum, particularly PSHE, to raise awareness and to have discussions about bullying, why it matters and why 'standing by' is nearly as bad as doing the bullying
- taking part in the national Anti-Bullying Week

Our Procedures

1. All incidents of bullying should be reported to staff
2. All reported incidents will be fully investigated to ascertain whether they are a case of bullying or other behaviour issues which can be dealt with through the school's Positive Behaviour policy. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
3. In all cases of bullying, the incidents will be recorded by staff on a 'Serious Bullying Log'
4. The Learning Mentors will meet with all the children involved to allow the perceived 'victim' of the bullying to explain what has been happening and how that has made them feel and the perceived 'bully' to respond to the allegation or apologise as appropriate. This will give everyone the message that the behaviour has been noted and will be monitored and in many cases is sufficient to 're-humanise' the victim in the perpetrator's eyes and cause the bullying to stop. In all cases parents of both the victim and the bully will be informed and will be asked to attend a meeting with a relevant member of SLT, or separate meetings, to discuss the problem.
5. The school will be proactive in supporting the victim and also work with the bully (bullies) to support them in changing their behaviour. This will be closely monitored.
6. If necessary and deemed appropriate by the headteacher, police will be consulted.

The school will respond to all the pupils involved in a bullying incident by:

- Actively listening
- Offering support and strategies to deal with unwanted behaviours
- Helping the children to take responsibility for their action and to recognise the hurt that they have caused
- Involving parents
- Involving outside agencies to support the child as appropriate

Outcomes

1. The bully (bullies) will be dealt with as the Senior Leadership Team deem appropriate according to the facts that have been investigated, the full context to which only they might be fully aware, and in line with the school's Positive Behaviour Policy and with full parental involvement.
2. In serious cases, suspension or even exclusion will be considered in line with the school's Positive Behaviour Policy.
3. The school's expectation is that the children will be reconciled. As a one form entry school we do not have the facility to separate children and we do not believe that this should be necessary. We expect parents to take an adult approach and support the children with this reconciliation.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Bullying off the School Premises

While the school will make every effort to deal with bullying on the school premises, and to prevent bullying outside the school gates, we recognise that we cannot be held directly responsible for bullying that takes place off site, by pupils in this school, or by pupils of other schools or on pupils' journey to school. However we will take seriously any bullying incident and take every reasonable step to support the pupil.

At Latymer All Saints, we encourage pupils to tell us and their parents about incidents that happen inside and outside school so that we can:

- Alert parents to the fact that children are having unsupervised and inappropriate internet contact
- Raise concerns and take steps as appropriate e.g. contact police to alert them to trouble spots, gangs etc.
- Alert colleagues in another school whose pupils may be involved off premises
- Map safe routes to school in the event of a pupil being bullied on their journey to school
- Offer pupils strategies to handle bullying off the school premises

Monitoring

As part of our monitoring strategy we will:

- Meet with pupils and give them regular opportunities to tell us if the policy is working from their point of view and if the school is responding to incidents
- Review the effectiveness of the policy annually with staff, pupils, parents and governors

Review Date: Sept 2024

