

Lampton School

Anti-bullying policy

Adopted:

Review date:



1. Position and values

This policy will help to achieve the vision of Lampton school, which is included in our equalities policy and our behaviour policy which emphasises that our ethos of equality, inclusion and fairness should permeate the school. This would ensure that discrimination on the grounds of gender, race, ethnic origin, culture, disability, sexual orientation and other attributes will always be challenged

The aim of this policy is to ensure that the learning environment is supportive, caring and safe and that both pupils and staff are free from the fear of bullying.

At Lampton we aim at developing strong partnerships between home, school, governors, and the local community, and to serve as a basis for the promotion of self esteem, and personal development and to teach our students how to deal with conflict in a peaceful and un-confrontational way. This is a core part of our developing Restorative practice initiative at Lampton.

At Lampton we endeavour to ensure that the school provides an environment where every student can feel:

- safe
- healthy
- able to enjoy and achieve
- able to contribute to future economic well-being
- able to make a positive contribution.

To protect the rights of all students to have a safe and secure learning environment Lampton school will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence as these behaviours are unacceptable and interfere with both our school's ability to educate students and a student's ability to learn. If such a case arises, our staff will follow the anti-bullying guidelines laid out in this policy. This will enable staff to:

- Identify students displaying unacceptable behaviour and know how to support them in order that they develop the necessary skills to participate in the school community effectively and positively
- Keep all other students safe, happy and confident

2. Clarification of terms

Definition of bullying

A bully is defined as someone who deliberately sets out to hurt another person on more than one occasion. All students have upsets and squabbles; these are not classed as bullying and are dealt with through the Behaviour Policy.

Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate or target a student. Unlike physical bullying, cyber-bullying can often be difficult to track as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

Types of bullying

- **Physical:** Deliberately hurting particular students on a regular basis
- **Verbal:** Deliberately hurting feelings through name-calling etc.
- **Ostracising:** Making someone feel left out and different by deliberately setting out to exclude them

Types of cyber-bullying

- **Flaming:** Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.
- **Denigration:** Putting mean online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.
- **Exclusion:** Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.
- **Outing:** Sharing secrets about someone online including private information, pictures, and videos.
- **Trickery:** Tricking someone into revealing personal information then sharing it with others.
- **Impersonation:** Pretending to be someone else when sending or posting mean or false messages online.
- **Harassment:** Repeatedly sending malicious messages to someone online.
- **Cyber-stalking:** Continuously harassing and denigration including threats of physical harm.

Actions NOT considered to be bullying

- Not liking someone
- Accidentally bumping into someone
- Making other students play things a certain way
- A single act of telling a joke about someone
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of harassment, aggressive behavior, intimidation, or meanness

Reasons for bullying

Some reasons why students might bully someone include:

- They think it's fun, or that it makes them popular or cool
- They feel more powerful or important, or they want to get their own way all the time
- They feel insecure or lack confidence or are trying to fit in with a group
- They are fearful of other students' differences
- They are jealous of another student
- They are unhappy
- They are copying what they have seen others do before, or what has been done to them.

The effects of bullying

All forms of bullying cause psychological, emotional and physical stress. Each student's response to being bullied is unique, however some signs that may point to a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- loss of interest in activities they used to enjoy
- unexplainable injuries
- lost or destroyed clothing, books, electronics, or jewelry
- frequent headaches or stomach aches, feeling sick or faking illness

- changes in eating habits, like suddenly skipping meals or binge eating. Students may come home from school hungry because they did not eat lunch
- difficulty sleeping or frequent nightmares
- declining grades, loss of interest in schoolwork, or not wanting to go to school
- sudden loss of friends or avoidance of social situations
- self-destructive behaviors such as running away from home, harming themselves, or talking about suicide.

3. Roles and responsibilities

The Education Act 2002, Education and Inspections Act and Equalities Act 2006 and the Equalities Act 2010 all make reference to a school's legal responsibility to prevent and tackle bullying. By law, all state schools must have a behaviour policy in place and displayed on their website and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. Lampton school has developed this anti-bullying policy a copy of which is available on the school website for parents, staff and pupils to access when and as they wish.

Schools have the legal power to make sure pupils behave and do not bully outside of school premises, for example on public transport or in nearby public communal areas. If seen as appropriate the headteacher or staff can choose to report bullying to the police or local council. During school hours, including while pupils are taking part in school visits, after school clubs and cyber bullying the school has direct responsibility to ensure students feel safe and secure.

The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from the school. The governing body will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school's anti-bullying strategies.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can make a complaint to the chair of governors. The complaint will be dealt with in accordance with the complaints policy which can be accessed from the school's website.

The role of the headteacher

It is the responsibility of the Headteacher along with the SLT and the anti-bullying manager to implement the school's anti-bullying strategy, to ensure that all stakeholders are aware of the school policy, and that they know how to identify and deal with incidents of bullying. The headteacher will report to the governing body via the anti-bullying manager's termly report to Governors about the effectiveness of the anti-bullying policy.

It is the headteacher who must ensure that all students know that bullying is wrong, and that it is unacceptable behaviour in school. Regular anti-bullying assemblies are a core part of our assembly and Thought for the day programme.

The headteacher will ensure that all members of staff receive sufficient training to be equipped to identify and deal with all incidents of bullying. This will be done through our CPL programme and new staff induction.

The headteacher will set the school climate of mutual support and praise for success, so making bullying less likely. When students feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the staff

Members of staff will do all that they can to eradicate bullying; they will ensure that they follow the school's anti-bullying policy.

All members of staff will routinely attend training that equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Staff will use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They will use drama, role-play, stories etc. within the curriculum, to help pupils understand the feelings of bullied students and to practise the restraint required to avoid lapsing into bullying behaviour. Our developing Restorative Practice programme is used to praise, reward and celebrate the successes of all students and encourage positive relationships, thus helping to create a positive atmosphere where students can flourish both academically and socially.

Members of staff will keep a vigilant watch on suspected 'bullies'; any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately. The person dealing with the incident will need to collect all the relevant information and ensure that it is recorded on SIMS. Appropriate action will be taken by the deputy headteacher (DHT) Pastoral.

Teachers and support staff will do all they can to support a child who is being bullied by following the guidance of this policy.

Bullying in the workplace

Incidents, where it has been deemed that a member of staff has been bullying a child, will be taken very seriously. The headteacher, with the support of the governing body, will deal with this; formal action will be taken where necessary. Such action will also be taken if it is deemed that a member of staff is bullying other members of staff.

In the event of the headteacher being involved in such incidents, reports will be given immediately to the chair of governors who will also take formal action where necessary.

The role of parents/carers

Parents/carers, who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher and/or the Head of Year and the anti-bullying manager immediately. If they are not satisfied with the action taken they should contact the DHT Pastoral and as a final resort contact the headteacher. If they remain dissatisfied, they should follow the procedure detailed above and contact the chair of Governors. Parents/carers have a responsibility to support the school's anti-bullying policy by actively encouraging their child to be a positive member of the school community and this expectation of support is outlined in the home/school agreement.

The role of pupils

Pupils are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues they must keep on letting people know; the students are taught a number of strategies to help them with this. As part of our year 7 interview process every student is

required to sign an anti-bullying contract. Moreover every student in year 7 is given an anti-bullying card at an anti-bullying assembly in the first half term designed by our student body, which outlines in detail what a student should do if bullied.

Pupils are also encouraged to participate fully in activities that raise their awareness about bullying in order that they clearly understand what to do if they, or another child, are being bullied.

4. Cyber bullying

Lampton school has a separate policy related to e-safety addressing the use of mobile technology, social media, appropriate online activity, security, access and monitoring procedures in place. The ICT code of conduct is displayed prominently in all ICT classrooms and is explained and discussed with pupils in assemblies, PSHE classes and IT classes.

5. Reporting, sanctions and monitoring

How to report bullying

1. Parents should contact the relevant member of staff as outlined in section 3 (The role of parents/carers.) They should as part of this process be as specific as you can about what your child has said has occurred and put this in writing.
2. The DHT Pastoral has overall day-to-day responsibility for dealing with reported incidents and will forward details to the relevant member of staff to investigate.
3. Alternatively any member of staff can be approached to report incidents of bullying, and they in turn will report to the DHT Pastoral

Procedures

The following steps must be taken when dealing with incidents of bullying:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, or who suspects/observed the bullying.
2. The DHT Pastoral must be informed immediately
3. A clear account of the incident will be recorded in writing either by the victim or the member of staff recording the victim's verbal statement.
4. The relevant senior member of staff will interview all concerned and will record the incident on the school's SIMS system
5. Parents will be kept informed by the relevant senior member of staff
6. Subject teachers will be kept informed and asked to monitor the situation
7. A range of sanctions will be used as appropriate and in consultation with all parties concerned. These sanctions could include: verbal or written warnings, restrictions of break and lunchtime activities, fixed term and in the event of persistent bullying, permanent exclusion. Where appropriate the headteacher may inform the police.

This school has set procedures to follow in implementing sanctions where a bullying incident has occurred, as described above sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases that lead to exclusion, governors will examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

Monitoring, evaluation and review

1. Governors, the headteacher and relevant staff will review this policy through the termly anti-bullying manager's report and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. Through assemblies and relevant staff training.
2. The Leadership school council will review the effectiveness of the policy through their regular meetings and give their views given to the headteacher.
3. An approved DFES pupil questionnaire will be conducted every year. The resulting data will be reported to governors via the termly report from the anti-bullying manager
4. A record of all bullying incidents will be kept both centrally and on students' files
5. The numbers of incidents will be reported to governors annually or provided to them at any time on request
6. Bullying data will be analysed as part of the termly report to Governors to reflect and re-design further strategies to improve procedures this will be done jointly by the DHT Pastoral and the anti-bullying manager

6. Strategies to reduce bullying

Lampton has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- the consistent promotion of the school's code of behaviour which requires all pupils to respect the rights of others
- a senior member of staff appointed as anti-bullying manager to work with and support staff, students and parent/carers in reducing bullying incidents in the school
- the reinforcement of the clear message that violence has no place at Lampton and that restorative practice is a core ethos in restoring broken relationships
- consultation with the 'Student Voice' on appropriate action
- take part in initiatives such as Anti-Bullying Week
- training for all members of staff on anti-bullying policy and strategy
- the supervision by school staff of all play areas at lunch times and breaks
- sixth form buddies for KS3 and KS4 pupils
- providing information to all parents on the symptoms of bullying and the steps to take if they suspect their child is being bullied
- a clear policy of mobile phones not permitted to be in use during school hours
- the celebration of all student's backgrounds and cultures through assemblies and SMSC (Spiritual Moral Social and Cultural) development
- during assemblies, relevant curriculum areas, e.g. PHSE, R.S. English, students are given an opportunity to discuss and explore bullying issues and how to increase the anti-bullying culture of the school
- raising awareness of cyber bullying and teaching students to safely use technology (including mobile phones, email, internet)
- all websites accessed in school are screened. This software screens the language used in all documents, emails and websites. Rude or offensive emails, websites, documents are sent to the headteacher/ DHT Pastoral. Action will be taken and recorded
- effective recording systems
- work with multi-agency teams including police and students' services as appropriate
- contact the parents of both the child being bullied and the bully
- challenge sexual content within verbal abuse, specifically homophobic and gender abuse/ discrimination.

4. Useful websites

www.bullying.co.uk
www.anti-bullyingalliance.org.uk
www.childline.org.uk
www.kidscape.org.uk
www.each.education
www.youngminds.org.uk
www.youngstonewall.org.uk
www.nspcc.org.uk
www.stoptextbully.com
www.beyondbullying.com
www.childnet-int.org
www.cyberbullying.org
www.chatdanger.com
www.thinkuknow.co.uk

Signed by

_____ **Chair of governors**

_____ **Date**

_____ **Headteacher**

_____ **Date**