

Lanivet & Cardinham Schools

Anti-Bullying Policy

Date approved: 08-10-2019

Date of Review: October 2020

Status Statutory

Purpose

A description of what is meant by the term bullying and of the possible signs of bullying is set out in this policy. If it occurs it is taken very seriously as it is unacceptable and will not be tolerated. The school aims to encourage every pupil and their parent(s) or carer to tell a member of staff and/or the Headteacher or Assistant Headteacher if a pupil or a member of staff is being bullied or has concerns about bullying or if they have seen bullying take place.

Roles and responsibilities of Headteacher, other staff, governors.

The Executive Headteacher and Assistant Headteachers will:-

- be responsible for ensuring that this policy is implemented and for reporting to governors upon its impact.
- in the event that the staff are unable to resolve the situation with those pupils involved in an incident of bullying, discuss the situation with those pupils involved; inform other staff; inform the parents or carers and arrange a meeting as appropriate and decide on a co-ordinated action to support the pupil being bullied and to teach the perpetrator how to behave in an acceptable manner and to understand the consequences of their actions.
- maintain written records of the incident and the outcomes reached in our on-line data-base CPOMS

Other staff will:-

- Be alert to signs of bullying and act promptly and firmly against it.

- Attempt to deal with any incident of bullying and immediately thereafter report to the class teacher (if appropriate) and the Headteacher.
- To contribute evidence / observations to written records pursuant to the Child Protection policy

Pupils will be expected to:

- maintain standards of acceptable behaviour as set out within the Behaviour Policy;
- use the term 'bullying' appropriately
- speak openly about bullying
- show that they disapprove of bullying by giving sympathy and support to children who may be being bullied.

The **Governing Body** will regularly review this policy annually and make it available to parents.

Arrangements for monitoring and evaluation

The Headteacher will provide a termly report on the implementation of the policy together with a record of any incidents of bullying.

We aim to have a caring, friendly and safe environment for everybody. We believe that learning can only happen if we are feeling safe and happy. At Lanivet and Cardinham Schools every child matters and we strive to be healthy, stay safe and enjoy and achieve. Lanivet and Cardinham Schools expects good behaviour and discipline amongst all pupils with the consequence that bullying has no place in the school. There has to be respect between everybody; between pupils; between staff; between staff and parents; from pupils to staff and from staff to pupils. Bullying of any kind is not acceptable at our school. If bullying is happening, we are all responsible for telling so that it can be stopped quickly and properly. We are a "TELLING" school This means that anyone who knows bullying is happening will tell an adult or their line manager (teacher, Assistant Headteacher or Executive Headteacher). They will then report this on CPOMS, our behaviour and safeguarding data-base. Pupils and their parents/carers should be confident that their concerns will be carefully investigated, and if substantiated, taken seriously and acted upon.

What is bullying?

Bullying behaviour is the use of verbal, emotional or physical intimidation with the intention of hurting another person. Bullying behaviour results in pain and/or distress to the victim. It is repetitive and targeted behaviour. A pupil is being bullied when he/she is being exposed "repeatedly and over a period of time" to negative actions on the part of one or more other pupils. One instance of bad behaviour is not bullying. Children can sometimes behave inappropriately but it does not necessarily constitute bullying.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

- Physical pushing, kicking, hitting, punching or any use of violence.
- Verbal name-calling, sarcasm, spreading rumours, teasing, personal comments about appearance.
- Indirect spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours
 - Cyber-bullying misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation
 - Racist racial taunts, insinuations, gestures, graffiti.
 - Homophobic because of, or focusing on issues of sexuality

Why is it important to respond to bullying? Bullying hurts and causes long-term emotional damage. No-one deserves to be the victim of bullying. Everybody has the right to be treated with respect and to know that bullying in any setting should not be tolerated. Pupils who are behaving as bullies need to learn different ways of behaving towards others. We have a responsibility to respond promptly and effectively to bullying.

Signs and symptoms of bullying If a child displays any or a combination of the following behaviours they may be being bullied:

- Is unwilling to go to school
- Begins truanting
- Begs to be driven to school
- Is frightened of walking to or from school
- Changes their usual routine
- Attempts to run away
- Becomes withdrawn, anxious, or lacking in confidence
- Hides at playtime
- Self-harms in anyway.
- Starts stammering
- Cries themselves to sleep or has nightmares
- Begins bedwetting
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with damaged clothes, books etc.
- Wants to change appearance
- Possessions, including packed lunches, go missing
- Asks for or steals money (to pay bully)
- Dinner, or other money, goes missing
- Has unexplained bruising or cuts
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Is frightened to say what is wrong
- Changes eating habits

Gives improbable excuses for any of the above. These signs and behaviours could equally indicate other problems, but if circumstances indicate a possibility there should be an effective investigation.

Procedures

- To be alert to the possibility of bullying.
- Report bullying incidences to member of staff.
- All children concerned are interviewed.
- Class teachers to be made aware of children who are bullying and victim/s.
- Incidents should be recorded on CPOMS .
- All staff to be informed of bullying behaviours and be responsive to individual cases.
- Parents of all parties should be informed and will be invited to discuss the problem.
- Procedures will be put in place to support the victim.
- Allocating key staff for victim to report to.
- Children who bully made aware of actions and consequences.
- Threats and bullying behaviour will be investigated and steps will be put in place to stop behaviour. This may involve:
 - Verbal discussion and apology
 - Written apology
 - Restorative justice procedures
 - Work will be undertaken to help the child/ren who bully change the behaviour.
 - In extreme cases the Head teacher will instigate exclusion procedures. •
- Monitoring of all parties.

Outcomes

1. Following incidents each case will be monitored to ensure repeated bullying does not take place.
2. Children who bully will be asked to genuinely apologise.
3. Every effort will be made to reconcile pupils.
4. In extreme cases exclusion will be considered.

Prevention

The school will use a range of strategies to prevent bullying. These may include:

- Whole school assemblies
- PSHE curriculum
- Social and Emotional Aspect of Learning resources.
- An annual focus during National Anti-bullying week.
- Class circle times •
- School council involvement
- Playground friends
- Knowledge and understanding of school rules
- Signing of behaviour contract
- Staff training

Cyber bullying

- What is Cyber bullying? Cyberbullying includes sending or posting harmful or upsetting text, images or other messages, using the internet, mobile phones or other communication technology. It can take many forms,

but it can go even further than face to face bullying by invading home and personal space and can target one or more people. It can take place across age groups and target pupils, staff and others. It can include threats and intimidation, harassment, defamation, exclusion or peer rejection, impersonation and unauthorized publication of private information or images. It can include messages intended as jokes, but which may be harmful or upsetting effect. Cyber bullying will generally be dealt with through the school's anti-bullying policy. However, a cyber-bullying incident might include features different to other forms of bullying, prompting a particular response:

- Child advised not to respond to the message
 - Secure and preserve any evidence including URLs, screenshots and printouts
- Inform the Head teacher or a member of the Senior Leadership Team
- Notify parents of the children involved
- Ensure the victim is shielded from further exposure
 - Inform any site where comments have been made and request they be removed
- If appropriate, send all the evidence to CEOP
- Endeavour to trace the origin and inform the police, as appropriate

Cyber bullying Education

As part of our on-going commitment to the prevention of cyber bullying, regular education and discussion about e-Safety will take place as part of Computing and PSHE lessons.

This policy should be read in conjunction with other school policies, in particular PSHE, Behaviour, Equal Opportunities and Racial Equality policies.