



Longwood

School and Nursery

“Longwoodese – A Language We All Speak”

Promoting

- Enthusiasm
- Experience
- Expertise
- Emotional Intelligence and Wellbeing
- Environment

Anti-Bullying Policy

Agreed: July 2017

Last Reviewed: August 2020 by CM

Next review due: August 2022

ANTI-BULLYING POLICY

This Policy has been written with advice from the Hertfordshire Safeguarding Board – October 2015.

Longwood School's aim is to create an environment in which children and staff feel safe, secure and happy because this is when children learn most effectively. Longwood School has a behaviour management policy and codes of conduct which encourage everyone to treat each other with kindness and respect. Some children may, however, suffer from being bullied at some time during their school life. In many cases this will be a passing incident which the child will cope with but in some cases the effects can be serious and very upsetting. If you think that your child is distressed because they are being bullied, it is important that you talk to the staff as soon as possible. The staff are keen to deal firmly with any case of bullying and once the school is aware of a problem it will take steps, with you, to sort it out.

What is bullying?

Bullying is where a person or a group exercise control over another against their will, often leaving the victim feeling powerless and alone. Bullying behaviours have three things in common:

- It is deliberately hurtful behaviour.
- It is repeated over a period of time.
- It is difficult for those being bullied to defend themselves.

Bullying may involve one or more of the following behaviours:

- Physical - hitting, kicking, taking belongings.
- Verbal - name-calling, insulting, racist remarks, threats.
- Indirect - spreading nasty stories about someone, excluding someone from social groups.

Why do children sometimes bully other children?

Children might bully because:

- They may not have been taught that it is wrong to bully.
- They may think that it is just a bit of fun.
- They are copying older brothers and sisters, friends or people they observe.
- They do not know of more appropriate ways of mixing with their school friends.

- They are encouraged to bully by their friends.
- They are going through a difficult time at school or elsewhere.
- They themselves have been a victim of bullying.

There are different sorts of bullying, but the three main types are:

Physical Bullying including hitting, pinching, biting, pushing, kicking, stealing or hiding someone's belongings including money, damaging another person's property

Verbal Bullying Including name-calling, teasing, insulting, writing unkind notes.

Emotional Bullying Including being unfriendly, taking someone's friends away from them, Cyberbullying, threats and intimidation, making silent or abusive phone calls, excluding, tormenting, spreading rumors, giving looks.

People react differently and it is not always possible to tell if someone is hurt or upset. Bullies can also frighten the victim so that they do not want to go to School or take part in other activities. The victim may pretend to be ill to avoid the bully.

All schools have a duty to acknowledge the existence of bullying and deal with the problem.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or taunting from School. Pupils must be encouraged to report bullying to a teacher.

Aims:

The aim of the anti-bullying policy is to clarify for pupils and staff that bullying is always unacceptable. Every pupil has the right to be safe and happy in school, and to be protected when he/she is feeling vulnerable.

At Longwood School our policy is based on a system which involves the pupils and ensures that victim, perpetrators and friends see that something is being done. However, when the offender was unprovoked, he / she will have to accept appropriate consequences.

The anti-bullying policy/climate is promoted in various ways throughout the school in individual classrooms, assemblies and the overall ethos of the school.

Implementation:

The School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
- A clear account of the incident will be recorded and given to the head teacher;
- The head teacher will interview all concerned and will record the incident;
- Class teachers will be kept informed and if it persists the Class teacher will advise the appropriate teachers and staff;
- Parents will be kept informed;
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

If blame has not been apportioned, the bullies and colluders should be willing to change their behaviour while the victim is not threatened with retribution for 'telling'.

If the bullying behaviour continues, the Headteacher will be informed of the situation and further appropriate sanctions will follow. Parents will be informed at this stage.

A full record of each incident, including the names of those involved, is made and kept in the appropriate file.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a Class teacher or member of staff of their choice;
- reassuring the pupil;
- offering continuous support;
- restoring self-esteem and confidence.

Pupils who bully will be helped by:

- discussing what happened
- discovering why the pupil became involved;
- establishing the wrong doing and need to change;
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending given by class teacher or head teacher;
- exclusion from certain activities or certain areas of the school premises;
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

Within the curriculum the School will raise the awareness of the nature of bullying through inclusion in PSHE, from lessons, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring and Review:

The Anti-Bullying Policy will be monitored and reviewed annually by the head teacher in consultation with the staff.

Bullying complaints

A copy of the school's complaints procedure is available on the website.

1. Speak to the school informally in the first instance. This should normally be with the Class Teacher.
2. If you are not satisfied with the outcome, you can make a formal complaint by following the school's complaints procedure.