



Lady Lumley's School

Anti-Bullying Policy

Approver: Local Governing Committee

Review Cycle: 1 yearly

Revision History			
Date	Version	Short Description of Changes	Approved by:
14/07/2020	1.0		LGC
25/04/2023	1.1	Updates following student voice and link to Positive Behaviour Policy	LGC

Lady Lumley's School Anti-Bullying Policy

DEFINITIONS

Bullying is a subjective experience and can take many forms. Having consulted student and parent/carer voice, for the purpose of this policy we are using the Anti-Bullying Alliance definition:

"The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim."

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

What is homophobic bullying?

Homophobic bullying falls into two categories:

- Bullying aimed at lesbian, gay, bisexual and transgender young people.
- The use of the term 'gay' as a generic insult.

What is cyberbullying?

New technologies mean that more sophisticated types of bullying are emerging:

Cyberbullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself. Unlike other forms of bullying, cyberbullying can follow young people into their private spaces and can continue outside of school hours. Cyber bullies can communicate their messages to an audience with remarkable speed and can often remain unidentifiable and unseen. This can include:

- Text message bullying - sending unwelcome texts that are threatening or cause discomfort.
- Picture/video-clip bullying - mobile phone cameras are used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people.
- 'Happy slapping' involves filming and sharing physical attacks.
- Email bullying -uses email to send bullying or threatening messages, often using a pseudonym for anonymity, or using someone else's name to pin the blame on them.
- Chat room bullying -involves sending menacing or upsetting responses to young people when they are in a web- based chat room.
- Bullying via websites- includes the use of defamatory blogs, making comment about others on social networking sites, personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying

RATIONALE

The School's Vision for all staff and students : 'Being Our Best" cannot be fulfilled, unless everyone at Lady Lumley's School feels happy and safe. We are striving to create a culture based on our rules Ready, Respectful and Safe. Consequently, we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a secure atmosphere, based on mutual respect.

Students must feel safe and respected if they are ready to learn effectively. It is important that we create an atmosphere in which bullying cannot thrive and in which no student suffers from harassment of any kind. Because bullying happens in all societies, at all levels, it is important that we make our students knowledgeable about bullying and teach them strategies that enable them to stand up for themselves without resorting to retaliation in any form. Because bullying is in the news and is a form of real anxiety for parents, it is important that we inform parents fully about our approach to dealing with bullying, so that parents are able to distinguish between what is bullying and what is not.

Lady Lumley's School also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school which spills over into the school. The school will do what is reasonably practicable to eliminate any such bullying. Where bullying outside school is reported to school staff, it will be investigated and acted on. The Headteacher will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed,

In the Autumn Term of each academic year the school will conduct the Anti-Bullying Alliance audit and reviewing the Anti-bullying policy jointly with students and parents/carers.

ROLES AND RESPONSIBILITIES

The Governing Body

The Headteacher will report to the governing board the cases recorded within bullying, homophobic and racist logs, and will also report on strategies adopted to resolve/reduce recorded cases of bullying.

The Headteacher

The Headteacher has a legal duty under the Education & Inspections Act 2006 to draw up procedures to prevent bullying among pupils.

The Assistant Headteacher (Wellbeing) will

- determine the strategies and procedures;
- discuss development of the strategies with the Leadership Team;
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and pupils;
- report annually to the governing body.
- arrange relevant staff training;

The Key Stage Directors will

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- direct the Pastoral Support staff to undertake the initial investigation of any allegation of bullying.
- make decisions regarding sanctions and strategies, depending on the severity of each case. (Liaise with the Assistant Headteacher where a fixed term exclusion is deemed appropriate as the sanction.) Assistant Head to take recommendation regarding possible exclusion to Headteacher for final decision.
- ensure appropriate record keeping (via the Pastoral Support Staff) is maintained in relation to incidents of bullying.

Anti-Bullying Policy		Lady Lumley's School	Page 3 of 7
Date: 25 April 2023	Version 1.1		

- determine how best to involve parents in the solution of individual problems;

Form Tutors will

- be responsible for ensuring that the school’s positive strategies are put into practice;
- know the school’s procedure and deal with any incidents that are reported;
- keep appropriate records of all incidents of bullying; and
- make a report to the Key Stage Directors as necessary.
- be responsible for liaising with the Key Stage Directors over all incidents involving pupils in their form group;
- be involved in any agreed strategy to achieve a solution; and
- deliver the anti-bullying programme in the PSHE course as appropriate.

All Staff will

- know the policy and procedures;
- be observant and ask pupils what is happening to them;
- deal with incidents according to the policy; and
- never let any instances of bullying pass by unreported, whether on-site or during an off-site activity.

All students will

- be aware of the school’s position and definition of bullying;
- be observant and report any incidents of bullying to a member of staff;
- treat members of staff and other students with respect; and
- provide support to other students, where appropriate.

Methods of Prevention

- Annual Anti-Bullying Week.
- Anti-Bullying posters in classrooms and corridors.
- Anti-Bullying Assemblies.
- Work in Life lessons
- School ICT Agreement (signed at the beginning of the school year)
- Teaching safe use of the internet
- Staff training and updates.
- Vigilance amongst the school community.
- Information on share point, and regular newsletters
- Development of the role of Anti-bullying ambassadors within the Student Leadership Team
- Anti-bullying Education in the Curriculum
- Involvement of students in the reviewing of the Anti-bullying policy.

Procedures for reporting

Any student who feels that they are being bullied or witnesses bullying should report this to their tutor or other member of staff of their choice. If they are too scared to tell a member of staff or any other adult on their own, they should ask a friend to go with them. They could also tell a family member who could then report this to the pastoral team. Lady Lumley’s School has a confidential email address support@ll.coastandvale.academy, an online Pastoral Support Request Form and letterboxes in three locations in the school building where students can report incidents and concerns of bullying. This can be either the victim or a witness to bullying.

STUDENTS ARE ACTIVELY ENCOURAGED TO REPORT BULLYING AT LADY LUMLEY'S SCHOOL.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. The term "snitch" will not be accepted in Lady Lumley's School.

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
- does not want to go on the school / public bus
- begs to be driven to school
- changes his/her usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries him/herself to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- comes home starving (money / lunch has been stolen)
- has unexplained cuts or bruises
- becomes aggressive, disruptive, or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & 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.

What sanctions we use

At our school sanctions are applied fairly, proportionately, consistently, and reasonably, taking account of any SEND or disabilities that pupils may have, and taking into consideration the needs of vulnerable children. Bullying by children with disabilities or SEN is no more acceptable than bullying by other children and it should be made clear that their actions are wrong and appropriate sanctions imposed. We expect all students to be proactive and seek help from members of staff if they witness another student being hurt or they are concerned about others.

The following is the normal hierarchy of sanctions. A serious case of bullying, however, might result in immediate suspension:

Anti-Bullying Policy			Lady Lumley's School	Page 5 of 7
Date: 25 April 2023	Version 1.1	Review Date: April 24		

- In the first instance, a bully will be warned, and parents will be informed. We will impress on them that what he/she has done will not be tolerated at our school. This frequently solves the problem.
- If the bullying continues, parents will be invited into school and both student and parents will be told that further sanctions will follow if the bullying does not stop.
- If there is further bullying, the student will be detained at break and lunch times.
- Removal from specific classes if appropriate will be used.
- Further sanctions such as the Reflection Room or suspension from school for a fixed period of time will also be used if appropriate.
- The ultimate sanction for bullying is Permanent Exclusion.

MONITORING AND EVALUATING THE POLICY

The Headteacher will report annually to the governing body on the implementation of the policy. The policy will be reviewed on a yearly cycle.

The Policy will be reviewed jointly with students in the Autumn Term of 2020 and each year thereafter.

Monitoring is undertaken by the Assistant Headteacher. Periodically we use student questionnaires & student voice groups to gain a wider view of the level of bullying.

LINKED POLICIES

Equal Opportunities Policy

Child Protection Policy

Positive Behaviour for Learning Policy

Child on Child Abuse Annex

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” July 2017: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- Cyberbullying
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

Anti-Bullying Policy			Lady Lumley's School	Page 6 of 7
Date: 25 April 2023	Version 1.1	Review Date: April 24		

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational