



ANTI-BULLYING PROCEDURES

Approved/reviewed by

Date of review

October 2024

Date of next review

October 2026

ANTI-BULLYING PROCEDURES POLICY

Bullying is defined as - “the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online” (Anti-Bullying Alliance).

Lindsworth School implements the following principles, taken from the Anti-Bullying Alliance (ABA), Anti-Bullying Charter to preventing and responding to bullying

- **Listens** - all pupils and parents and carers are listened to and influence strategies and approaches to prevent, report and respond to incidents of bullying.
- **Includes** us all - all pupils, including those with SEN/Disability, are included, valued and participate fully in all aspects of school life.
- **Respects** - all school staff are role models to others within the school in how they treat others.
- **Challenges** - all forms of discriminatory language – including disablist language – is challenged taken seriously
- **Celebrates** difference – difference is actively and visibly celebrated and welcome across the whole school.
- **Understands** - all school staff, pupils and parents and carers understand what bullying is and what it isn't.
- **Believes** - all pupils, including disabled children and those with SEN, and their parents and carers are acknowledged, believed and taken seriously when reporting incidents of bullying.
- **Reports** bullying - all pupils within the school and their parents and carers understand how to report incidents of bullying.
- **Takes Action** - we respond quickly to all incidents of bullying. Pupils, including disabled pupils and those with SEN, participate fully in decisions made about them and help to formulate appropriate action to respond to incidents of bullying.
- **Clear Policies** - our school's anti-bullying policy reflects these principles and is embedded within other school policies. They are widely and actively promoted to school staff, pupils and their parents and carers.

There are four key elements to this definition:

- hurtful
- repetitive
- power imbalance
- intentional

Bullying can take many forms:

- **Physical** – pushing, poking, kicking, hitting, biting, pinching and taking belongings
- **Verbal** - name calling, sarcasm, spreading rumours, threats, teasing, belittling, making offensive remarks e.g. racist language, homophobic, biphobic and transphobic language
- **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, videos, sending nasty text messages, social exclusion
- **Indirect** - can include the exploitation of individuals.

Anti- Bullying Taking Action (Whole School, including Residential Provision)

When bullying is known to have happened or on-going PALS/Teachers/Pastoral Managers will discuss the incident with the pupil being bullied. It is very important that they are listened to and believed, and the correct support is offered where necessary.

- The incident will be logged on the school's MIS system
- The pupil displaying the bullying behaviour will be spoken to and the facts of the incident established. (Pastoral Manager or PAL).
- Information will be gathered from witnesses to explain what they saw/what they heard.
- **The school's DSL must be informed (via the school's MIS system).**

The pupil/pupil(s) displaying the bullying behaviour

Sanctions in line with the school's Behaviour Management Policy will be used where appropriate.

These will include:

- Official warnings to cease offending or withdrawal of certain school privileges i.e. (enrichment, school trips). Parents/carers will be informed (Pastoral Manager).
- Catch-up at lunchtime, logged on the school's MIS system). Conversation with Pastoral Manager and Anti-Bullying Team (ABT). Parents/carers informed. (Pastoral Manager)
- A detailed range of interventions with the victim/s of this behaviour (ABT/PALS).
- A range of interventions to work with pupils displaying bullying behaviour (ABT/PALS).
- Anti-bullying behaviour contract that both the pupil displaying the unwanted behaviours must sign and his/her parents/carers. This will be countersigned by the PM from the pupil's pastoral team or by DW/ABT.
- Immediate Internal exclusion for three logs being recorded on the system (up-to 3 days). Parents/carers informed (PM).
- Exclusion from certain areas of the school's premises. Parents informed (SLT). Parents/carers informed. Risk assessment created if needed. (SLT).
- Records will be kept on pupil files (PM).
- A detailed range of reflective interventions to work with pupils who are displaying bullying behaviour (PALS).
- Involvement of the school young person's officer/key stakeholders (the Police/SW/YOTS) for persistent offenders (SLT/linked police officer).
- Lead Pastoral Coordinator to present evidence of all plans and strategies before SLT.
- All strategies/intervention work must have been exhausted before the pupil gets to this stage.
- Meeting with Headteacher and Lead PM.

Anti-Bullying Ambassadors

Courtney Ballard	Senior Leader – Anti Bullying Lead
Ian McMahon	Senior Leader – Pastoral & Lead DSL
Dean Williams	Senior Leader – Pastoral & Wellbeing
Vicky Cook	Pastoral Manager
Kira Cameron	Pastoral Learning and Support Worker
Emma Gunn	Pastoral Learning and Support Worker
Kayte Meredith	Pastoral Learning and Support Worker
Louise Stanley	Pastoral Learning and Support Worker

Linked Policies: School Behaviour Policy

Safeguarding and Child Protection Policy

References: Anti-Bullying Alliance <https://anti-bullyingalliance.org.uk/>