Le Murier Anti Bullying Policy

Le Murier Anti-Bullying Policy

The purpose of this policy is :

- to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.
- to prevent bullying from happening between children and adults who are part of Le Murier or who take part in our activities.
- to make sure bullying is stopped as soon as possible if it does happen and to give those involved the support they need.
- to give information to all staff, volunteers, children and their families about what we should do to prevent and deal with bullying.

Le Murier is committed to providing a caring, friendly and safe environment for all students and staff, so that they can learn and work in a relaxed and secure atmosphere where everyone feels safe and respected. We have a responsibility to safeguard all in our school community.

Le Murier is committed to working towards an environment where there is no place for bullying.

What is Bullying ?

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.” (DfE Preventing and Tackling Bullying July 2017).

Anyone can practise bullying behaviours/be a bully.

Bullying can take place between pupils, between pupils and staff; or between staff; by individuals or groups; face to face, indirectly or using a range of cyber bullying methods. It can happen in isolation or quite often in the presence of others.

Some people know that they are bullying others and they mean to bully, i.e. there is intent. However, some people bully others without recognising the impact of their actions. Similarly, a victim of bullying might not recognise what is happening to them and that bullying behaviour has a very insidious effect that affects a person's self-esteem, confidence and well-being.
A one-off incident tends not to comprise bullying. A characteristic of bullying is that in its different forms/behaviours it happens repeatedly over a period of time. However, individual incidents will be monitored to ensure that they are not repeated, as if undealt with these can become bullying over time.

We recognise that there are levels of bullying. It can take many forms, but the main types are:

- Physical - for example, hitting, kicking, theft
- Verbal – for example, racist, sexist or homophobic remarks, threats, name-calling
- Emotional - for example, isolating an individual from the activities and social acceptance of their peer group
- Cyber – mobile phone calls, text messages, pictures or video clips, emails, chat rooms, instant messaging, social networking websites.
- Homophobic bullying - for example, prejudice motivated towards students who are LGBT lesbian, gay, bisexual or transgender.

Children or young people who harm others may have additional or complex needs e.g.:

- Significant disruption in their own lives
- Exposure to domestic abuse or witnessing, suffering abuse or experiencing violence at home
- Educational under-achievement
- Involved in crime

It can also be because:

- They don't know how to manage their own thoughts and feelings (e.g. they often hit and hurt others)
- They have been bullied or hurt by other people themselves
- They are scared of being hurt by other people • They are jealous of other people • They feel like they are not good enough
- They have negative beliefs about people who are different
- They are overcome by stress or pressure.

We believe that:

Bullying is NEVER acceptable but understanding what has led to a person harming another person could help to prevent re-occurrence of bullying incidents.

- *Children should never experience abuse of any kind*
- *children should feel safe*
- *all children are treated fairly, with respect and dignity.*
- *everyone should have their voice listened to and be open and honest*
- *Everyone has a duty to safeguard the children and staff at le Murier*
- *Bullying causes distress and can cause significant harm*
- *All children regardless of their age, ability , gender, race , religion or belief, sex or sexual orientation have the right to equal protection from all types of harm and abuse. (Article 19 RRSA)*

We will seek to prevent bullying through (not definitive):

- making all aware that bullying will not be tolerated and will have consequence
- curriculum activities in lessons and discussions
- tutor time discussion
- giving students an opportunity to talk about bullying or related concerns with any adult within school
- School Council forum
- Assemblies
- ICT lessons (cyber-bullying), RSE and PSHE lessons
- respecting our differences through the Rights Respecting
- making sure that no one is without friends by providing lunchtime / after school clubs to give a variety of activities / opportunities for students to access and form meaningful relationships in a structured way.
- student letter box
- student surveys

The school community will aim to prevent bullying through good practice throughout the school day including modelling by adults and students.

We can refer to playground posters to promote appropriate behaviour and codes of conduct
Students are aware of the ladder of escalation

EQUAL OPPORTUNITIES

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach, learn and thrive.

Procedures for Dealing with Bullying

Le Murier students and staff are encouraged to report bullying immediately;that relating to themselves or other students/staff that they may have observed.

- Staff will investigate and record all reported incidents of bullying and related poor behaviour. This will be logged on Sleuth

- Members of the school community will be encouraged to report any incidents of bullying.

- If a person is found to have been bullying they will be dealt with promptly, using sanctions / interventions noted in the Engagement and Behaviour Policy. Parents will be involved and where appropriate other agencies will be informed.

Sanctions might include missing out on activities, loss of breaks and privileges, restorative practices such as written apologies.

- A person found to have been bullied will have advice / support on strategies to help prevention of bullying or what to do if it happens again. ***Parents of students will be informed***.

- A person found to be bullying will have support to help prevent them from bullying again and the reasons for the behaviour investigated.

- Opportunities will be used to teach students a variety of strategies for dealing with bullying.
- Restorative justice work carried out if appropriate and victim of bullying is willing to
- Referral to Inclusion and Intervention team for follow up sessions
- The Head may take the decision to exclude a child immediately for serious bullying behaviour

The Policy Coverage

This policy applies to ALL members of the school community both students and staff including supply members of staff**.**

Staff are important role models for the students. The behaviour of adults towards each other and towards the students is a potentially highly effective tool for preventing and decreasing bullying behaviours in students

Responsibility for policy

All students and staff share ownership and responsibility for implementing and monitoring the policy.

The schools will also involve parents in discussions about the prevention of bullying. Parents should feel confident in raising any concerns about bullying, as it will be taken seriously and will be resolved in a way that protects their child.

Scope of the Policy

This policy applies to all students and all staff. All new students and staff will be made aware of the policy during their induction. This policy can also be shared with parents/carers. The successful implementation of the policy depends upon a whole school approach.

Date written October 2013 Reviewed and updated : November 2024

Signed: ..... School Council

Lee Collier. (Headteacher)

Kevin Childs (Deputy Headteacher)