



Lower Darwen Primary School

We are proud of school.

Anti- Bullying Policy

Statement of Intent

At Lower Darwen Primary School we are committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher.

A clear account of the incident will be recorded on CPOMS (the school's safeguarding recording system). All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

Objectives

The objectives of this policy are:

- To establish a system of recognising and dealing with incidents of bullying promptly.
- To encourage learners and parents to report any attempted bullying.
- To protect and reassure any victims of bullying.
- To have effective sanctions to deter bullying and to have successful strategies to reform children who have engaged in bullying behaviour.
- To make Lower Darwen Primary School a happy school that is free from bullying.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others. Disagreements and fallouts do not constitute bullying. Bullying is behaviour that occurs **Several Times On Purpose. (STOP)**

At Lower Darwen Primary School, our definition of bullying is:

'Repeated behaviour that is intended to physically or emotionally hurt someone.'

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBTQ+ pupils and those perceived to be LGBTQ+.

Types of bullying behaviour

Bullying can take many forms:

- **Emotional** - being unfriendly, excluding, tormenting, threatening behaviour
- **Verbal** - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Extortion** - demanding money/goods with threats
- **Online** – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact, sexually abusive comments
- **Homophobic or biphobic** - bullying because of sexuality or perceived sexuality
- **Transphobic** – because of gender identity or perceived gender identity

Preventing Bullying and Strategies

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Using our Behaviour for Learning Policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- Through assemblies, PSHE lessons and school visuals, children will be taught to understand how to identify bullying through the **STOP** (Several Times On Purpose) approach.
- Encouraging children to report incidents of bullying through the **STOP** (Start Telling Other People) approach.
- Promote a culture of positive relationships whereby each child will have at least one trusted adult within school.
- Every allegation of bullying will be logged, investigated and followed up.
- Any victim of bullying will be well protected immediately and in the future.
- Thinking about any safeguarding concern and reporting concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.

- Considering who else is involved and what roles they have taken.
- Sending clear message that the bullying must stop.
- Working with both parties to find solutions. Identify the most effective way of preventing re-occurrence and any consequences.
- Once bullying is identified, a consequence will occur for the perpetrator and support given to the victim through the Wellbeing and Behaviour Team. Following this, a restorative meeting with victim and perpetrator and their in-school trusted adults will be held to reduce the chances of repeated incidents. Parents of both children will be notified.
- Regular check-ins will be scheduled with victim and perpetrator. Support will be given to reduce the risk of re-occurrence or if the incident has highlighted an unmet need or concern with either the victim or perpetrator.
- If incidents re-occur, consequences will be applied as illustrated in the severe clause of the Behaviour for Learning Policy. For example, suspension or exclusion.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant)
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/Teaching Assistant
- Wellbeing co-ordinator
- Peer mentors or school ambassadors

Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher.

When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Responding to Bullying

- We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

- On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Ambassador meetings.
- All staff are required to record bullying incidents on CPOMS. This should be completed as soon as possible and the headteacher and Designated Safeguarding Lead informed.

Procedures for Parents

- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns at Lower Darwen Primary School and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher or the wellbeing co-ordinator .
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.
- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

Equality statement

The school aims to ensure that all its stakeholders (pupils, staff, parents, governors and the wider community) are treated with respect and are not discriminated against because of their economic circumstances, race, disability, special educational needs, sex, age, sexual orientation, religion or belief. The school will ensure that this policy implements the principles of equality.

Outcomes

At Lower Darwen Primary School will be Learning, Determined, Proud and Safe. It will be a place where incidents of bullying are acted upon efficiently.

To be read in conjunction with:

Behaviour for Learning Policy

This document was approved by the Governing Body of Lower Darwen Primary School (as an annex to the Behaviour for Learning Policy)
September 2024

Review date: September 2025