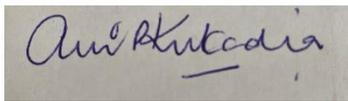


# Anti-Bullying Policy

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Policy reviewed by:	Trudy Read, Education Consultant
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## Anti-bullying Policy

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## Anti-bullying Policy

Liberty Lodge Independent School is committed to providing safe, nurturing, friendly and personalised learning environments for all of our pupils to enable them to learn to the best of their abilities. As a member of the Anti-Bullying Alliance (ABA), set up by the NSPCC and the National Children's Bureau in 2002, our school shares the organisation's nine core values which can be found here: [ABA Aims and Values](#)

### 2/ Aims

- To ensure that all members of the school community are aware that bullying of any form is unacceptable
- The proprietor, Head Teacher, teaching and support staff, visitors, pupils and parents will have an understanding of what bullying is.
- The proprietor, Head Teacher, teaching, non-teaching staff and visitors will know and understand what the school's policy is on bullying, and the procedures to follow when bullying is reported.
- All pupils, parents and carers will understand what the school's policy is on bullying, what they should do if bullying arises, and how it will be dealt with
- To raise awareness of the nature and impact of bullying and recognising signs of bullying between all groups within the school community, pupils and adults
- To clarify systems in place to prevent and address bullying
- To ensure that any incidents of bullying are dealt with promptly, fairly and effectively
- To increase understanding for both victims and bullies and to help build an anti-bullying ethos within the school

### 3/ What Is Bullying?

The term bullying refers to a range of harmful behaviours, both physical and psychological. All bullying behaviour has the following four features:

- It is repetitive and persistent
- It is intentionally harmful
- It involves an imbalance of power
- It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end
- Bullying is the use of aggression with the intention of hurting another person. This includes both physical and emotional bullying. Bullying results in pain and distress to the victim.

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Bullying can be:

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Religious - related to religious beliefs and practices
- Cultural - related to cultural beliefs and practices
- Cyber – Use of information and communications technology, such as social media mobile phones and associated technology including spreading and editing of images without permission
- Due to SEN or disabilities
- Related to appearance of health conditions
- Related to home circumstances
- Due to disagreement and difference.

### **4/ Signs and Symptoms**

A young person may indicate by signs or changes in behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a young person changes their behaviour in the following ways:

- is frightened of walking to or from activity areas or alternative teaching locations
- doesn't want to go on the public bus
- changes his/her usual routine
- has changes in moods
- is unwilling to go to an alternative teaching location or activity area
- begins to not attend teaching sessions
- runs away
- says he/she is feeling unwell e.g. stomach aches

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- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in academic work
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has monies continually "lost"
- 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 and jumpy when a message is received or is constantly checking messages These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

These signs and behaviours *could* indicate other problems, but bullying should be considered a possibility and so investigated.

### 5/ Procedures

1. Pupils will be encouraged to report bullying incidents to staff. All pupils have a trusted adult that they can go to if they have any issues.
2. Pupil bystanders will be encouraged and supported to report any incidents of bullying that they have witnessed.
3. In cases of serious bullying, the incidents will be recorded by staff as a safeguarding cause for concern.

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4. In all cases, parents, Social workers or carers of both parties and will be informed and the problem will be discussed (separately or together as appropriate).

5. If necessary and appropriate, police will be consulted.

6. The bullying incident will be investigated and strategies put in place to prevent it happening in the future.

7. All pupils involved in the incident (victim and perpetrator) will be provided with appropriate support if required.

The Head Teacher, with the Lead Teacher, will be responsible for co-ordinating all the reported incidents and analysing any emerging patterns. They will report to the Proprietor and feedback to staff any action points arising to implement to improve practice.

## **6/ Responsibilities**

### **6.1 The Head Teacher**

- To fully investigate reported incidents
- To ensure that appropriate support is provided to both the victim and the bully, based on their individual needs
- To inform parents/carers and/or social workers of both the bully and the victim
- To impose strategies and sanctions in accordance with and proportionate to the seriousness of the incident which may include:
  - Supporting the bully to change their behaviour through the curriculum and one to one sessions
  - Using peer group pressure to discourage bullying
  - Discussions with parents/carers
  - Withdrawal from break and lunch time activities
  - Withdrawal from lessons (the student will work one to one under direct supervision of the most senior member of staff available)
  - Fixed term exclusion
  - In the most serious or persistent cases the school may consider permanent exclusion
  - Police intervention where the situation warrants it
- The Head Teacher must also recognise that staff may be the subject of bullying either by another adult or a student. In such cases the same procedure is to be followed.

### **6.2 The responsibility of staff:**

- To ensure that they are aware of the school's anti-bullying and safeguarding policies
- To ensure that they are aware of the signs of possible bullying
- To ensure that they are available to listen to a pupil's concerns regarding bullying.
- To create, through curriculum planning and delivery, and pastoral support, a safe and caring environment which promotes the social and emotional aspects of learning

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### 7/ Anti-bullying strategy and prevention

In line with the school's commitment to develop and sustain an anti-bullying ethos, prevention will be a key focus of learning. Its aims are to:

- prevent, de-escalate and/or stop any continuation of harmful behaviour
- react to bullying incidents in a reasonable, proportionate and consistent way
- safeguard the student who has experienced the bullying
- apply disciplinary sanctions to the bully
- provide support to both the victim and the bully
- raise awareness to staff and pupils via policies, the curriculum and one to one sessions

and may include:

- teaching about bullying as part of our Personal Development Curriculum (PSHE) programme
- participating in activities during anti-bullying week
- involving pupils in drawing up the anti-bullying charter for the school
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying
- making up role-plays
- having discussions about bullying and why it matters in Personal Development Curriculum (PSHE) sessions
- provision of activities to build resilience, self-confidence and self-esteem
- pupil awareness raising sessions on inappropriate use of the internet for bullying e.g. cyberbullying, sexting and how to deal with incidents
- advice for parents and carers on inappropriate use of the internet for bullying e.g. cyberbullying, sexting and how to deal with incidents, published on our school website
- involving staff in anti-bullying training activities including how to advise children and young people to stay safe online.

### 8/ Support organisations

Childline 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

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Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

### **9/ Training**

All new staff members will receive focused training from a suite of short courses run by the Anti-Bullying Alliance which includes:

- What is bullying?
- Bullying and the Law
- Bullying and SEN/disability
- 10 principles to reduce bullying
- Preventing bullying
- Responding to bullying
- Cyberbullying (Online bullying)

### **10/ Monitoring arrangements**

As part of the monitoring of the impact of the policy and procedures it describes, the school completes the Anti-Bullying Alliance baseline audit indicator which enables a full audit of the school's work. From 2020/21, the findings or actions of the baseline will inform the school's improvement plan (SIP)

This policy will be reviewed annually by the Head Teacher. At every review the policy will be shared with and approved by the proprietor.

### **11/ Links to other policies**

This policy should be read in conjunction with:

- Safeguarding and Child Protection Policy
- Behaviour and Relationships Policy
- Use of Reasonable Force Policy
- Online safety Policy

# Anti-bullying Policy

## Appendix 1 – Cyberbullying Policy

Young people have fully embraced the use of information and communication technologies for a variety of activities, including to maintain contact with friends and make new ones. Activities include sending e-mails, creating their own websites, posting intimate personal news in blogs (online interactive diaries), sending text messages and images via mobile phones, messaging each other through direct messaging, using vlogs, social media and games consoles. While most interactions are positive, these technologies can be used to harass and intimidate others. This is known as cyber bullying.

### Definition

“Cyber bullying is when someone is tormented, threatened, harassed, humiliated, embarrassed, or otherwise targeted by another individual using the Internet, interactive and digital technologies or mobile phones. It has to be a minor on both sides, or at least have been instigated by a minor against another minor.”

[www.stopcyberbullying.org](http://www.stopcyberbullying.org)

Liberty Lodge Independent School is committed to developing a safe environment where the students act respectfully and positively towards each other in acceptable and non-threatening ways.

### Procedures

Staff at our school have the responsibility to ensure that:

- staff are aware of cyber bullying and are able to identify and look for signs of occurrence among the pupils.
- pupils are aware of the consequences of cyber bullying.
- a code of conduct is in use for technology, including computers and mobile phones, whilst on the school premises.
- all cases of cyber bullying are reported to the Head Teacher in the first instance, and responded to promptly.
- incidents of cyber bullying are treated in line with safeguarding procedures.
- there is supervision of technology that is effective for monitoring and deterring cyber bullying.

Pupils at Liberty Lodge Independent School have a responsibility to ensure that they:

- do not participate in cyber bullying

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- do not use mobile phones, cameras or other digital devices to record audio and visual material that is not authorised as part of the curriculum program.
- do not breach the privacy of students, staff and members of the wider community through any unauthorised recording or filming.
- do not disseminate inappropriate information through digital media or other means.
- report incidents of cyber bullying to a member of staff.
- advise other pupils being victimised by cyber bullying to talk to an adult.
- offer to speak to an adult on behalf of the student who is being victimised by cyber bullying.