



LIONHEART
EDUCATIONAL
TRUST

ANTI-BULLYING POLICY

**This policy applies to all the Primary academies in
the Lionheart Educational Trust**

**Approved by Executive Principal Chelsea Williams
September 2022-2024**

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a listening and telling school. This means that anyone who knows that bullying is happening is expected to tell the staff.

This policy operates in conjunction with the following school policies:

- Behaviour Policy
- Child Protection and Safeguarding Policy

Objectives of this Policy

The key objectives of this anti-bullying policy are to ensure:

- That all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- That all governors and teaching and non-teaching staff know what the school policy is on bullying, and accept collective responsibility for its implementation.
- That all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- That as a school we take bullying seriously. Pupils and parents will be assured that they will be supported when bullying is reported.
- That we ensure we promote a positive and safe learning environment where bullying is not tolerated.
- That we promote inclusion, tolerance, mutual respect and self-worth amongst all.

What is Bullying?

Bullying is **the persistent use of physical and/or verbal aggression with the intention of hurting and intimidating another person.**

Bullying **results in physical and/or emotional pain and distress to the victim.**

Bullying is **Several Times On Purpose (S.T.O.P.)**

Bullying is generally characterised by:

- **Repetition:** Incidents are not one-offs; they are frequent and happen over a period of time.
- **Intent:** The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- **Targeting:** Bullying is generally targeted at a specific individual or group.
- **Power imbalance:** Whether real or perceived, bullying is generally based on unequal power relations.

Bullying can be:

Verbal	name-calling, sarcasm, spreading rumours, teasing, etc.
Physical	pushing, kicking, hitting, punching or any use of violence
Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, etc.)
Cyber	All areas of internet, such as email & internet chat room misuse
Racist	racial taunts, graffiti, gestures, etc.
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Transphobic	Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.
Sexist	Bullying based on a persons sex or gender
Telephone	threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities
Prejudicial	Bullying based on prejudices directed towards specific characteristics, e.g. SEND or mental health issues
Relational	Bullying that primarily constitutes of excluding, isolating and ostracising someone – usually through verbal and emotional bullying.

A bully is someone who knowingly commits unkind acts [either verbal or physical] towards an individual or group SEVERAL TIMES ON PURPOSE.

A victim of bullying is the unwilling recipient of those unprovoked acts.

Cyber Bullying

The school views cyber bullying in the same light as any other form of bullying and will follow this policy and procedures if they become aware of any incidents. The school will support pupils who have been victims of cyber bullying.

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. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying. Research demonstrates that victims of bullying can have deteriorating levels of attainment / attendance as a direct result of bullying.

Prevention

We will use a variety of methods for helping children to prevent bullying as and when they are appropriate. These will include:

- A clear set of school rules, which are referred to often (and on display around the school).

- Promotion of an emotionally literate atmosphere.
- Opportunities to share feelings and have discussions about bullying and why it matters, e.g. through lessons which focus on emotions, relationships, social situations etc. (PSHE lessons, ELSA sessions)
- Staff will encourage pupil cooperation and the development of interpersonal skills using group and pair work.
- Involvement in Anti-Bullying Week and Internet Safety Day activities, e.g. drawing, poems, posters, role play, etc.
- Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.
- Reading stories about bullying or having them read to a class or assembly.
- Opportunities to speak to staff confidentially.
- Sampling of pupils' views on their understanding of what bullying is.
- The school will be alert to, and support addressing, any mental health and wellbeing issues amongst pupils, as these can be a cause of bullying behaviour.
- The school will ensure potential perpetrators are given support as required, so their educational, emotional and social development isn't negatively influenced by outside factors, e.g. mental health issues.

The Role of the Parent

No parent likes to think about their child being bullied or, even worse, being a perpetrator (the guilty party) but the fact is, more than half of all children are involved – either as a perpetrator, target or witness. So, there's a good chance you'll have to deal with it at some point. If your child is being bullied there are things you can do to help them.

- Listen without getting angry or upset
- Put your own feelings aside, sit down and actually listen to what your child is telling you – then show you have done so by 'playing back' to them what you hear.
- Ask your child: "How do you want me to take this forward?" rather than just taking over so they don't feel excluded from deciding what to do or end up even more stressed/worried than they were already.
- Reassure your child it's not their fault. There's still a stigma attached to bullying and some children feel they've brought it upon themselves. Remind them that many celebrities have been bullied too. Being bullied isn't about being weak and being a perpetrator isn't about being strong.
- Encourage your child to try to appear confident - even if they don't feel it. Body language and tone of voice speak volumes.
- Sometimes people say nasty things because they want a certain reaction or to cause upset, so if your child gives them the impression they're not bothered, the perpetrators' are more likely to stop. Role-play bullying scenarios and practice your child's responses. Talk about how our voices, bodies and faces send messages just the same way our words do.
- Don't let the bullying dominate their life. Help your child develop new skills in a new area. This might mean encouraging them to join a club or activity like drama or self-defence. This builds confidence, helps keep the problem in perspective and offers a chance to make new friends. Ease up on pressure in other less-important areas like nagging about an untidy bedroom.

Remember to report your concerns to any member of staff.

Things to consider...

- Don't charge off demanding to see the head teacher, the perpetrator or the perpetrators' parents. This is usually the very reaction children dread and, according to 'Child Line's' counsellors, can cause bullying to get worse.
- Never tell your child to hit or shout names back - it just adds to their stress and anxiety
- Never dismiss their experience: If your child has plucked up the courage to tell you about bullying, it's crushing to be told to "sort it out yourself" or "it's all part of growing up." Don't tell them to ignore it - This only teaches them that bullying has to be tolerated, rather than stopped – and sets them up for further bullying in the future.

Pupils are responsible for:

- Informing a member of staff if they witness bullying or are a victim of bullying.
- Not making counter-threats if they are victims of bullying.
- Walking away from dangerous situations and avoiding involving other pupils in incidents.
- Keeping evidence of cyber bullying and informing a member of staff should they fall victim to cyber bullying.

Signs and Symptoms – at home and at school

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
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- begins truanting
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- begins to do poorly in school work
- 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"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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 unwilling to go to school (school phobic)
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Problems sleeping or bedwetting
- Lack of appetite or excessive comfort eating
- Developing a tendency to stammer

- Being secretive about their mobile phone, their time on the internet or avoiding certain phone calls
- Is afraid to use the internet or a mobile phone
- Is nervous and jumpy when a cyber-message is received
- Comes home with clothes torn or books damaged

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

What can a child do if they are being bullied?

Each term or when incidents occur, class teacher will discuss bullying and always refers to the school/ classroom rules daily.

- Remember that your silence is the bully's greatest weapon, tell a teacher or another grown up you trust as soon as possible.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are, it is good to be individual.
- Try not to show that you are upset, it is hard, but a bully thrives on someone else's fear.
- Stay with a group of friends / people. There is safety in numbers.
- Be assertive – shout NO. Walk confidently away. Go straight to a teacher or other member of staff.
- Fighting back may make things worse.
- Teachers will take you seriously and will deal with the bullies in a way, which will end the bullying and will not make things worse for you.
- Do not be a 'bystander' if you see anyone being bullied or you are concerned about the way someone is being treated – talk to an adult.
- If you're reporting cyberbullying, keep a record of the date and time of the calls, emails or texts - don't delete any messages you receive.

Procedure for dealing with Bullying

1. Any pupils, parents and others need to report bullying incidents, including cyber-bullying issues, to members of teaching staff. Teachers and strategic leadership team staff members (Executive Head, Head of School, and Deputy Head etc.) will be the persons involved with handling incidents of bullying.
2. Opportunities will be given to resolve the situation with all parties involved.
3. In cases of bullying, this will be recorded through our online reporting system and tagged accordingly.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
5. If necessary and appropriate, police will be consulted
6. The bullying behaviour or threats will be investigated and the bullying stopped quickly.
7. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) will be asked to genuinely apologise. Other consequences may also take place depending on the individual case for example, detention, and removal from playground, exclusion from lunchtime etc.
2. In serious cases, fixed term or permanent suspensions will be considered.



3. If possible, the pupils will be reconciled.
After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Help Organisations

- Advisory Centre for Education (ACE) - 0808 800 5793
- Children's Legal Centre- 0845 345 4345 KIDSCAPE (Parents Helpline, Mon-Fri 10-4) 0845 205204
- Parentline Plus - 0808 800 2222 Youth Access 020 8772 9900
- Bullying UK - www.bullying.co.uk
- Kidscape website- www.kidscape.org.uk for further support and links
- Internet Matters- <https://www.internetmatters.org/issues/cyberbullying/>
- Child Line- <https://www.childline.org.uk/info-advice/bullying-abuse-safety/>
- The UK Safer Internet Centre- <https://www.saferinternet.org.uk/>
- Cyberbullying UK <https://www.bullying.co.uk/cyberbullying/>