



Liden Academy

Anti-Bullying

Policy

Date of approval	January 2020
Approved by	LGB
Review date	January 2022



Mediation is not the proper forum to deal with bullying. Bullying is a very serious matter and far too difficult for young children to deal with on their own. For this reason it is important to identify bullying as bullying early and to deal with it quickly.

'Bullying can range from physical violence to verbal abuse and being cut out of social groups. It also includes abusive texts, e-mails or nasty notes put on websites (known as cyber bullying). Bullying is not a one off incident such as a fight or when two equals have the odd fight or quarrel.'

It is recognised that bullying stems from low self-esteem. The school is committed to positive behaviour management strategies. See Behaviour Policy

Defining bullying

We have a clear definition of bullying that is shared with everyone in our community.

ABA 2012 includes the following principles in its definition of bullying:

- ✓ bullying behaviour deliberately causes hurt (either physically or emotionally)
- ✓ bullying behaviour is repetitive (though one off incidents such as the posting of an image, or the sending of a text that is then forwarded to a group, can quickly become repetitive and spiral into bullying behaviour)
- ✓ bullying behaviour involves an imbalance of power (the person on the receiving end feels like they can't defend themselves)

Bullying is not:

- ✓ teasing and banter between friends without intention to cause hurt
- ✓ falling out between friends after a quarrel or disagreement
- ✓ behaviour that all parties have consented to and enjoy (though watch this one as coercion can be very subtle)

In circumstances such as these we will immediately take action to protect the child who is being bullied and start working with the child who has been doing the bullying in order to prevent it happening again. Of course, our aim is to create a supportive school environment where children learn early how to deal with differences and conflict, and have opportunities to develop skills and attitudes to prevent bullying occurring in the first place.

Bullying in schools is not just a problem for its victims; it makes all children feel unsafe. Schools must make it clear that children safety is an essential part of their mission by sending a strong message that bullying will not be tolerated and enlisting the support of the children. To accomplish this school can do the following:

- I. Promote a climate of cooperation and caring. Schools can help deter bullying by encouraging acts of kindness and communicating values of cooperation and



tolerance. Of course, the most effective way to foster a caring attitude in school is for school staff to model this behaviour.

2. Survey the school about bullying. A survey of children, teachers, and parents may reveal how pervasive bullying is in the school. It may also indicate when and where children are being harassed.
3. Establish a clear anti-bullying policy. Make sure this policy is clearly communicated to staff, children, and parents.
4. Empower the silent majority to take action. Because staff are not always present when bullying takes place, schools need to encourage children to report any incidents. This might be done at a school assembly. Tell children that reporting bullying is not the same as tattling on a child. Help them understand what it feels like to be teased and taunted, and make it clear that they are not to join in when they observe a child being bullied.
5. Make it safe for children to report bullying. School personnel must keep the names of children who report bullying anonymous. Until children feel confident that this will happen, bullying will go unreported and bullies will continue to thrive.
6. Be alert for signs that a child is being bullied. Possible indicators of bullying include a children's reluctance to come to school, his avoidance of school areas such as the playground, withdrawal from peers, unusual tearfulness or anxiety, difficulty focusing in class, and a decline in grades.
7. Take reports about bullying seriously and act quickly. Schools should follow up on all reports of bullying. Putting an immediate end to one child's hurting another is vital not only to protect the children but also to send a message to other children that bullying will not be tolerated.
8. Coach children being teased on how to respond. Teachers may want to help a child being teased learn how to be assertive without being aggressive. A child being victimised by a bully needs to learn how to deflect the bully's taunting without provoking him or appearing upset.
9. Referring to the Behaviour Management Policy the child who has caused distress will be disciplined. The purpose should be to deter the bully's aggressive behaviour rather than to humiliate or embarrass him. In addition to insisting that the bully return any items taken from the victim, the principal might exclude him from places or activities where he has harassed other children.
10. Contact the parents of the bully. The school should consider meeting with the bully's parents to inform them of their actions and gain their support for changing their behaviour. The children should be apprised of the school's course of action and be informed that their parents support the plan. Monitored via Bullying Log, by telephone conversations with families and conversations with children involved from both sides.



This policy is linked to:

- Acceptable Use IT Policy
- SEN policy
- Intimate Care policy
- Behaviour and Discipline policy
- Safer Recruitment policy
- Child Protection and Safeguarding Policy (Sarah Turner)
- Part 1 of Keeping Children Safe In Education (Sept 20)
- The code of conduct for volunteers
- Information about what to do if worried about a child / adult
- Annex A of Keeping Children Safe In Education (Sept 20)
- The school's staff code of conduct
- The safeguarding response for children missing in education
- First Aid and Medical needs policy
- Health and Safety policy
- Attendance policy
- Children arriving and being collected from school
- Positive handling and the use of reasonable force policy
- Intimate Care Policy
- Computing policy
- Mobile Technology Policy
- Internet safety policy
- Safer recruitment policy
- Central Record of recruitment and Vetting Checks
- Looked after Children policy
- Swindon's Neglect Framework
- SBC escalation policy
- Staff and Volunteers code of conduct.
- Managing allegations against staff policy
- Whistle Blowing policy
- Violence and Aggression against staff policy

Last reviewed and updated: January 2021

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