



If we believe it, we can achieve it.

Laycock School

Anti-Bullying Policy



ANTI-BULLYING POLICY

Statement of belief

At Laycock School we believe that all pupils have the right to be safe, to be valued and not physically or verbally abused. Bullying of any kind is unacceptable in our school and will not be tolerated. If bullying does occur pupils should be able to tell and should feel assured that it will be dealt with promptly and effectively.

Aims

- To promote a safe and secure environment free from all kinds of bullying behaviour
- To create a caring community where we all have a responsibility to respect ourselves and others
- To make the members of our school community aware of the kinds of behaviour that constitutes bullying
- To make the members of our school community aware of the strategies and procedures to follow if bullying does take place at school

Definitions of Bullying

Bullying is actions or behaviours by a person or group of people that deliberately hurts, threatens, frightens or causes anxiety to another individual or group. These actions or behaviours constitute bullying if they are repeated over a period of time. A factor of bullying is that the victim finds it difficult to take action to defend themselves, often because they fear their actions will increase the bullying.

Such actions or behaviours might include:

- Physical: pushing, hitting, kicking, taking belongings, demanding money or possessions as payments for safety or friendship Verbal: name calling, insults, sarcasm, persistent teasing, making offensive remarks
- Emotional: threatening harm, humiliation, exclusion from social groups or activities, spreading malicious stories or rumours, 'ganging -up'
- Discriminatory: exclusion or teasing because of special educational needs, particular aptitude or physical difference

- Racist: racist name calling or insults (e.g. against food, music, dress or custom) offensive mimicry, racist jokes, refusing to co-operate in work or play
- Sexual: looks and comments about appearance or attractiveness, inappropriate touching or physical contact, abusive comments concerning sexual orientation, refusing to co-operate in work or play

Strategies

Bullying will not be tolerated at Laycock Primary School and all known incidents will be investigated and dealt with by a member of staff. Incidents cannot be dealt with if they are not known, so ANYONE who knows that bullying is happening has a responsibility to tell the staff. We want to be a TELLING school. Everyone at Laycock should know that they have a duty to help stop bullying. They are expected to tell about bullying behaviour and understand that this is the way to keep everyone safe. If the child cannot tell for themselves, other pupils or parents should tell a teacher.

Staff at Laycock Primary will:

- Listen to what children tell us
- Investigate incidents thoroughly
- Take action to prevent further incidents
- Use appropriate sanctions (see Behaviour Policy)
- Reassure bullied children that it is not their fault
- Discuss with parents of both bullying and bullied children.
- Monitor incidents of bullying

Incidents that cannot be satisfactorily resolved, or that recur, should be referred to a member of the Senior Management Team for further action. All incidents of bullying should be reported to a member of the Senior Management Team for monitoring purposes.

Monitoring and review

This policy will be regularly reviewed by the Headteacher, Deputy Headteacher(s) and Senior Management Team. It will be reviewed annually at a whole school staff meeting and it will be made available to parents. Incidents of bullying will be recorded and monitored by the Deputy Headteacher for Inclusion.

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