

Lawnswood Campus



Anti Bullying Policy

Review Date: Autumn 2020

Please read

Governors as Management Board

Schools as PRUs

Signed by the Chair of the Management Board: Date:

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to benefit fully from the opportunities available at Lawnswood Campus.

We recognise that bullying exists but we endeavor to create the conditions in which the chances of bullying are minimized. Through our behaviour policy and personal and social education, we foster a caring and co-operative ethos.

We do not accept hurtful and unkind behaviour towards others and take firm action against bullying, victimisation and physical, racial and sexual harassment.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups) by mobile phone or email

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.

There may be evidence of changes in work patterns, lack of concentration or truanting from school. Pupils are encouraged to report bullying in school.

All staff must be alert to any sign of bullying and act promptly and firmly against it in accordance with the Lawnswood Campus policy.

We strive to ensure that no pupil is made to feel humiliated or undervalued.
Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached

A clear account of the incident will be recorded and given to a member of SMT

The member of SMT will interview all concerned and will record the incident

Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers
Parents / carers will be kept informed
Punitive measures will be used as appropriate as a last resort and in consultation with all parties concerned.

Restorative Practices may be appropriate in some cases but this will be facilitated by the staff that have appropriate training.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence by mentoring system to offer support

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil
- offering a buddy system to encourage appropriate behaviour

Within our Positive Behaviour framework, the following disciplinary steps can be taken:

- official warnings to cease offending
- loss of break / lunch free time
- fixed-term exclusion
- fixed-term exclusion (longer than five days)
- permanent exclusion

Within the curriculum Lawnswood Campus will raise awareness of the nature of bullying through inclusion in PDC, form time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

We aim to educate pupils not to turn a blind eye when they see others being bullied and to consider that bullying is a problem that everyone can do something about.

Monitoring, evaluation and review

Lawnswood Campus will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the PRUs.