Langmoor Primary
Anti Bullying Policy

Bullying has the potential to happen in every school and the results and effects can be devastating for those involved.

Langmoor is a place where all pupils are included and it is essential to all pupils and staff that everybody has the right to complete freedom and security in which to develop their full potential. Bullying is a denial of this basic right and will not be tolerated under any circumstance. We regard bullying as particularly serious and always take firm action against it. We encourage pupils to work against it and to report any incidents of bullying to an adult immediately.

What is Bullying?

Several Times On Purpose (S.T.O.P)

Bullying is different from other kinds of unacceptable behaviour and occurs in children and adults from all backgrounds. This can include racial, religious, cultural, SEND, appearance or health conditions, related to home circumstances, sexual orientation and transgender. This can occur from early childhood all the way through to adulthood. Bullying can take the form of physical or verbal abuse, or a combination of both. Broadly speaking, bullying may include the following types of behaviour:
(*This list was developed by the staff at the school, including the Head Teacher, and the children were asked their opinions.*)

- Verbal bullying such as name calling and teasing and making offensive comments
- Cyber-bullying
- Emotional
- Physical violence, such as kicking, hitting or pushing
- Taunting
- Mocking
- Stealing from the victim
- Making threats
- Coercion
- Isolation from group activities or events

- Taking property without permission and using or damaging it.

The Department for Education and Skills considers bullying to be conduct, which is:

- Deliberately hurtful
- Repeated over long periods of time and is
- Difficult for victims to defend themselves again.

Where Bullying takes place

Bullying can occur with children in and out of school, as well as with staff and parents. The Department for Education and Skills – 'Preventing and Tackling Bullying' paper states the following:

'Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member. More detailed advice on teachers' powers to discipline, including their power to punish pupils for misbehaviour that occurs outside school, is included in 'Behaviour and discipline in schools.'

The school takes all forms of bullying and allegations seriously, wherever it may have happened. Any reports will be followed up by the class teacher, head teacher or support staff when necessary so that the wellbeing of pupils involved will not be affected within school.

How do we help to combat bullying?

Start Telling Other People (S.T.O.P.)

- All staff and pupils in the school are made aware that bullying is unacceptable and will not be tolerated.
- Pupils are made aware that they can always go to an adult to tell

- Parents are aware that they can contact the school over alleged incidents and that they will be listened to and their concerns taken seriously.
- Any allegations will be followed up immediately and the alleged instigator will be spoken to.
- If bullying is found to have taken place then the bully will be faced with what he/she has done and counselling and behaviour sanctions will be applied.
- All staff are aware of the anti-bullying and behaviour policies and will intervene when and where necessary.
- A safe and caring environment is provided at all times and issues raised and discussed through PSHCE. This is part of the planned curriculum but can also be in response to any incidents that arise. The school has an annual week in the Autumn term dedicated to the promotion of anti-bullying.
- Onlookers (Bystanders) are reminded that they could be condoning bullying if they don't do anything to intervene and this is all part of the process of bullying.

Preventing Bullying

We have lots of initiatives to prevent bullying and help children work together in positive ways. Including:

- Feelings box
- Book Buddies
- Playground Buddies
- School council
- Anti-Bullying Ambassadors
- Peer mentoring
- Everyone's Welcome lessons

Remember!

- Bullying does not have to be part of school life
- Help is usually needed to sort it out
- Nobody deserves to be bullied
- If somebody is different they should be encouraged to be proud of it
- It is good to be an 'individual'

Advice given in the event of bullying

- Tell the offender to stop it! If they do not stop tell them you will go to an adult. If they still do not stop go to the nearest trusted adult and tell them. If it is out of school tell your parents or another trusted adult.
- Not telling is the bully's greatest weapon.
- Try not to show that you are upset.
- Stay with the people you like so there is safety in numbers.
- Try to talk about what is happening with your friends and adults
- Try to trust in others to help you. People can only help you if they know what is going on.

Advice for Parents

All parents need to be aware of the signs that a child is being bullied, because many children will not disclose what is happening to them.

The following list identifies some characteristics of behaviour exhibited by victims of bullying. If your child:

- Becomes frightened of walking to and from school or changes their normal route to or home from school for no apparent reason
- Starts asking to be driven to school
- Is unwilling to go to school or complains of feeling unwell each morning
- Begins to try and get time off school
- Begins to do poorly in school work or loses concentration
- Arrives home with clothes or possessions damaged or lost on a regular basis
- Becomes aggressive, surly or unreasonable
- Exhibits a change of eating pattern without reason
- Becomes withdrawn or lacks confidence
- Becomes distressed, anxious or stops eating
- Exhibits a pattern of minor ailments
- Asks for extra money or starts to steal
- Has unexplained scratches or bruises
- Cries in bed at night, has nightmares or starts wetting the bed
- Begins to bully siblings or other children
- Refuses to discuss what is wrong

Should you suspect that your child is being bullied, reassure them of your support and contact the school immediately. On the first incident you should report to the class teacher who will investigate. If you are still concerned after this then you should report any concerns to the Deputy Head Teacher or directly to the Head Teacher.

Responding to bullying within the school

In the event of any incidents including bulling being alleged then the following steps will be taken:

- Discussions will be carried out with all parties to discover the nature and events and the reasons for it
- The right of each person to be safe and not feel threatened will be emphasised
- Support will be given to all individuals, including the instigator, to resolve the differences and develop greater self-esteem
- If discussion is not successful then a written agreement will be drawn up
- A 'buddy-system'/'peer support system' may be introduced so as not to allow the 'victim' to feel isolated
- The opportunity may be offered for the person on the receiving end of the bullying and the instigator to work together if appropriate
- In the event of these measures being unsuccessful then parents will be contacted, and possible exclusions from lunchtimes and break times may be used
- Details of all alleged bullying incidents will be recorded by the class teacher on CPOMS.
- If problems continue a written record will be kept by the Head Teacher
- Parents may be informed verbally on the playground, in parents evening meetings or in additional classroom meetings if appropriate
- Parents may also be informed by the schools' behaviour warning book system, which is a record of concern kept in each classroom

When all information is gathered and all parties have been spoken to sanctions, following the schools behaviour policy, will be followed. Everyone involved will continued to be monitored. Concerns will be reviewed daily by all staff and discussed in weekly staff meetings. Parents will be kept updated if necessary on the playground or in formal meetings.

Further information

For more information please see the school behaviour policy, safeguarding policy, ICT, e-safety and cyberbullying policy. (All can be accessed from the school web-site)

Mrs Bonser (Head Teacher) and Mr Upfield (Deputy Head Teacher) are responsible, and have lead responsibly for all bullying issues. Mr Merry as CEO will inform the police where a criminal offence may have occurred. Both will also monitor the behaviour records to analyse any patterns, and identify areas for improvement within school routines, training for staff or through policy updates along with the PSHCE Coordinator.

School Council & Anti-Bullying Ambassadors

Children in KS2 have responsibility to monitor and support children across the school. They participate in 'Playground Buddies' to support vertical learning throughout the school, which we believe allows all children the opportunity to feel safe, cared for and opportunity to learn from peers. The councils meet with the PSHCE Coordinator to review policies and suggest ideas to help everyone in the school, to fight against bullying and build strong friendships throughout the whole school.

Review of the policy

This document has been shared with all staff in school, children, parents and governors. It is available on the school web-site for anyone to access. The policy will be reviewed after two years and updated as necessary.

Review Date: September 2026

Next review date: September 2028