

# Lynch Hill School Primary Academy

## Anti-Bullying Policy - Information for Parents



### Lynch Hill's Anti Bullying Mission Statement

At Lynch Hill we believe that bullying can damage a child's self-esteem, sense of well-being or cause them physical harm. We take this issue very seriously and believe it is important to do more than merely meet our legal obligations. We pride ourselves on our happy school community and will actively work to maintain it.

### Understanding what Bullying is:

We recognise that bullying is an extremely emotive subject where judgement is often clouded; where there is confusion over what actually constitutes an act of bullying. Bullying can be defined as an **intentional repeated action** by those who wish to exert their power over those who are powerless to resist with the intention of causing distress for the purpose of their own gratification or gain and these may include:

Type of Bullying	Possible Examples
<b>Verbal Abuse</b>	Shouting, swearing, threatening, insulting, demeaning, belittling, spreading rumours, racist remarks, sexist comments, homophobic comments, comments relating to disability
<b>Physical Abuse</b>	Hitting, kicking, pushing, punching, pinching, biting
<b>Sexual Abuse</b>	Inappropriate touch, removal of clothing, physical gestures, verbal suggestions
<b>Emotional Abuse</b>	Spreading rumours, exclusion from groups, ignoring/ganging up on, encouraging others, humiliation, racist remarks, sexist comments, homophobic comments, comments relating to disability
<b>Cyber Bullying</b>	Inappropriate texts, emails, social media, chat rooms, videos, webcam
<b>Neglectful Bullying</b>	Bystander, voyeur, involved in the group but not perhaps actively participating. Not reporting incidents to adults

As stated above bullying is generally defined as **repeated actions** over a period of time. It is not to be confused with one off incidents or the falling out of friends. That said, on occasion, an individual incident may warrant investigation under our Anti-Bullying policy.

### Principles:

- ◆ Everyone has the right to feel safe and secure. All pupils need to feel free from any kind of threat of bullying or harassment and to know where to go and to whom to speak if bullying or harassment occurs
- ◆ All complaints of bullying will be treated seriously and will be acted upon in accordance with practices agreed by the whole school community
- ◆ Complaints of bullying or harassment will not be regarded as "telling tales"
- ◆ The principle of anti-bullying will be upheld and modelled by all staff at Lynch Hill

### Procedures

- ◆ Wherever possible, and when appropriate, young people's awareness of issues related to bullying and harassment will be developed through the curriculum

- ◆ Assemblies will be used, where appropriate, to reinforce the fact that bullying will not be tolerated
- ◆ All members of the organisation will be informed what to do and who to go to should they observe incidents of bullying and harassment or have any reported to them

### **Routines**

- ◆ Staff and young people are to be encouraged to act promptly when bullying and harassment occur. Records will be kept of all incidents for a limited period of time
- ◆ Policies should be monitored in practice and reviewed regularly. Where appropriate changes will be made in consultation with the whole school community

### **Dealing with a Bullying Incident**

If an incident of bullying arises, we will endeavour to:

- ◆ Make the recipient of bullying feel that they are valued and that the incident is seen as important
- ◆ Ensure the incident is reported
- ◆ Create an environment where pupils feel comfortable and able to talk to you
- ◆ Respond calmly and consistently to incidents
- ◆ Use positive words that make them feel good
- ◆ Ensure that all bullying is taken seriously by the school community
- ◆ Listen carefully to the pupil's, or adult's, comments, questions, frustrations
- ◆ Ensure that reasonable steps are taken to protect all parties while the school tries to resolve the issue
- ◆ Not deflect their concerns; give truthful explanations
- ◆ Ensure the perpetrator is engaged in constructive action to develop more acceptable behaviour
- ◆ Acknowledge the pupil's feelings of sadness, confusion, anger, hurt, etc.
- ◆ Ensure that pupils who bully are also supported
- ◆ Monitor and follow up appropriate interventions
- ◆ Make sure that the parents/carers are aware of the incident and how it is being dealt with

### **Working with Parents**

At Lynch Hill School we want to work closely with parents and recognise the value of joint problem solving. The aim of such collaboration and partnership is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or has been bullied.

If your child has been a victim of bullying or indeed been the perpetrator we will ensure you:

- ◆ Are consulted about the bullying policy
- ◆ Know the definition of bullying
- ◆ Are clear about the joint problem solving focus
- ◆ Have been given sufficient notice about an investigation
- ◆ Know any arranged meeting is informal but will be uninterrupted and given the focus it deserves
- ◆ Have been given all relevant information that is available
- ◆ Have an opportunity to have your say and express feelings about the situation in a professional manner

### **Possible advice for Parents**

Obviously we recognise that each situation is different however some of these might apply if your child is being bullied:

- ◆ Encourage your child to talk but be patient as he/she may be distressed
- ◆ Stay calm but show that you are supportive

- ◆ Avoid dwelling on sensitive issues
- ◆ Reassure your child that you are sympathetic and will do something about it
- ◆ Try to help him/her to see the difficulty as a problem that can be solved
- ◆ Ask your child if they can see ways of changing things
- ◆ Talk to staff at the school about the bullying and work with us to improve the situation
- ◆ Help your child to develop coping strategies
- ◆ Help everyone to keep a sense of proportion in the situation

We want to work in partnership with you to keep the children safe and happy and hope the above information is of use to you.