



Lytchett Minster School

Anti-Bullying Policy

Policy Status/Review Programme	Optional
Reviewed by SLT	January 2018
Ratified by Governors	January 2018
Effective from	January 2018
Review scheduled for	Spring Term 2020
Responsible person	Assistant Headteacher (Pastoral)
Responsible Governor Committee	Pastoral Committee

Anti-Bullying Policy

The school has an ethos which is founded on mutual respect. Bullying has no place at Lytchett Minster School. All students have the right to come to school to learn without the fear of being physically or mentally intimidated, abused or humiliated in any way. All members of staff (teaching and support) are responsible for the safety and wellbeing of students, and will therefore do everything within their power to prevent bullying and, where it does manifest itself, take appropriate measures to put a stop to it. Students are encouraged to report any incidents of bullying (witnessed or experienced first-hand) to a member of staff. All allegations of bullying will be fully investigated with the outcomes recorded and shared with relevant parties.

Members of staff are also entitled to come to work without the fear of being bullied by colleagues, students or parents. The head teacher is responsible for upholding this right and for taking appropriate action when an allegation of bullying against a member of staff is made.

Relationship to other policies:

- Behaviour
- Children's Safeguarding
- SEND
- ICT Acceptable Use
- Single Equality
- Drugs
- Health and Safety
- Curriculum
- Educational Visits

What is bullying?

Bullying is when a person or group hurts another person, means to upset them or unfairly stops them leading their life the way they want, repeatedly, over a period of time. It will usually make them feel scared or worried about telling someone.

Some people who bully do not see what they do as bullying – this is no excuse. The list below has some examples but other behaviour not listed could also be seen as bullying.

Bullying can be:

1. Physically hurting someone (punching, kicking, tripping up, pushing etc.)
2. Threatening to physically hurt someone, or people or things precious to them
3. Damaging things that belong to someone else
4. Demanding money, other things or favours through frightening someone or through force
5. Stealing someone's things
6. Humiliating or embarrassing someone deliberately
7. Put-downs, name calling, insulting or making fun of a person or person's family, culture or religion
8. Sarcasm, mimicking or pulling faces
9. Spreading rumours or whispering things about people
10. Excluding someone or leaving them out
11. Racist, homophobic or sexually offensive remarks and/or behaviour, for example, racist name-calling
12. Graffiti
13. Cyberbullying (please see final section below)

What the school will do about bullying

1. A copy of the advice about bullying (see Appendix) together with advice on cyberbullying will be published in the school planner. Students and their parents/carers will be expected to read the advice and sign a space in their planner to show they have read and understood what it means.
2. The school's bullying policy will be available to parents/carers on request from reception and will be published on the school's website
3. The school participates in initiatives to reduce bullying such as the campaign to tackle cyberbullying and will explore new approaches.
4. The school will investigate promptly any report of bullying and take action when appropriate.
5. The school will review its bullying policy on a regular basis and aim to learn from best practice elsewhere
6. The school will work with staff, students and parents to create a school community where bullying is not tolerated. Peer-group pressure can be used to discourage bullying and students can be helped to develop positive strategies and to become assertive without resorting to threats and violence.
7. The school regularly makes expected standards of behaviour clear to students.
8. The school aims to raise the self-esteem of all Lytchett Minster students and to create an atmosphere of mutual respect and responsibility through its PSHE programme; the pastoral system; assemblies; and across the taught curriculum.
9. All teaching staff and support staff should quickly report any concerns about bullying to the relevant Head of House/Deputy Head of House/Head or Deputy Head of Sixth Form, and fill in a referral (and a Racist Incident Monitoring Form if appropriate).
10. For all serious incidents an investigation will take place with statements taken from students involved and witnesses.
11. After finding out the facts the school can use a range of sanctions available, making a considered response to the circumstances. The school will not hesitate to exclude students who repeatedly threaten or intimidate other members of the school community. It is possible that the school may also contact the police when appropriate.
12. Various kinds of counselling are used to support the victim and to try to change the behaviour of the bully.
13. In every guidance interview the HoH or DHoH asks the student if they are being bullied or if they have witnessed any bullying.
14. The whole curriculum of the school aims to create an atmosphere of mutual respect and understanding.

Appendix

How can we tackle bullying?

What students should do if they are being bullied

1. Try not to show that you are upset.
2. Try to ignore the bully. (Remember, they want your scared reaction and silence might leave them disappointed)
3. Walk away quickly and confidently, even if you don't feel that way inside.
4. Try to be assertive – look and sound confident.
5. If you are different in any way, be proud of it. It's good to be an individual. We are all different from one another in some way.
6. Where possible avoid the places where bullying may occur. Make sure that you are not alone if you have to go to places where bullying may happen.
7. If you fear that you are in danger, get away.
8. The bully will not stop if he/she thinks that he/she can get away with this sort of behaviour. Tell your parent or carer/Tutor/Deputy Head of House/Head of House/Head of Year/Teaching Assistant/another teacher/mentor/prefect/any other adult; or ask a friend to tell someone on your behalf.

What students should do if they witness bullying

1. Don't stand by and watch incidents of bullying – fetch help.
2. Show that you and your friends disapprove.
3. Give sympathy and support to students who may be bullied
4. Be careful about teasing people or making personal remarks. Be sensitive to other people's feelings.
5. If you know of serious bullying, tell someone. The victim may be too scared or lonely to tell.

What parents/carers can do to support the school bullying policy

1. Parents/carers are encouraged to work in partnership with the School to achieve better relationships between students.
2. Parents/carers should make early contact with the Form Tutor/Deputy Head of House/Head of House/Head of Year if their child tells them or they suspect that their child is being bullied at School.
3. For all cases of bullying, parents/carers of any children involved, including victims, are asked to support the action being taken by the School.

Cyberbullying

Modern technology has created many benefits but has also led to the development of a new type of bullying known as cyberbullying. Cyberbullying can be very harmful as it is more difficult to control as it takes place mainly outside school, in the evenings, at weekends and during the holidays. It also can involve many people.

The following types of bullying fall under the term Cyberbullying:

1. Any acts of bullying using a computer, mobile phone or other new technology.
2. Texting unkind or hurtful things.
3. Taking images and sharing them with others or posting them on the internet.
4. Writing unkind comments or spreading rumours in chat rooms and other internet forums

What can you do to stop cyberbullying?

1. **Always respect others** - Remember that when you send a message to someone you cannot see the impact that your words or image may have on the other person. That is why it is important to always show respect to people and be careful what you say online or what images you send. What you think is a

joke may really hurt someone else. If you receive a rude or nasty message or picture about someone else, do not forward it. You could be assisting a bully and even be accused of cyberbullying yourself. **You could also be breaking the law.**

2. **Think before you send** - It is important to think before you send any images or text about yourself or someone else by email or mobile phone, or before you post information on a website. Remember that what you send can be made public very quickly and could stay online forever. Do you really want your teacher or future employer or college/university admissions tutor to see that photo?
3. **Treat your password like your toothbrush** - Don't let anyone know or share your passwords. It is a good idea to change them on a regular basis. Be careful who you give your phone number or personal website address details to.
4. **Block the Bully** – Most responsible websites and services allow you to block or report someone who is behaving badly.
5. **Don't retaliate or reply** – Replying to bullying messages, particularly in anger, is just what the bully wants.
6. **Save the evidence** – Learn how to keep records of offending messages, pictures or online conversations. These will help you show others what is happening, and can be used by us, internet provider, mobile phone company or police to investigate cyberbullying.
7. **Make sure you tell someone who can help**
 - Your parent/carer or any adult you trust
 - Form Tutor, Head or Deputy Head of House, any teacher or Teaching Assistant
 - ChildLine in confidence on 0800 1111
 - Your service (mobile/social network) provider

How can parents/carers protect children from cyberbullying?

1. Talk to your child about the appropriate and sensible use of their mobile phone and set limits on their use.
2. Talk to your child about the appropriate use of internet chat rooms and communities, have internet enabled computers in an open location in the house, not in your child's bedroom.
3. If a problem arises with chat rooms or mobile phone use, a simple first step is to stop using them.
4. Learn how to keep records of offending messages, pictures or online conversations. These will help you show others what is happening, and can be used by us, internet providers, mobile phone company or the police to investigate cyberbullying.