



ANTI-BULLYING PROCEDURES

Approved/reviewed by	
Date of review	June 2021
Date of next review	June 2022

MANAGING MEDICATION

Related Policies - Anti bullying / Safeguarding

Bullying is defined as - **“the repetitive, intentional hurting of one person or group, where the relationship involves an imbalance of power” (Anti-Bullying Alliance 2014).**

Bullying can take many forms, but three main types are:

- Physical — hitting, kicking, pushing and taking belongings.
- Verbal — name calling, insulting, making offensive remarks e.g. racist language, homophobic language.
- Indirect — spreading nasty stories about someone, exclusion from social groups, tormenting (i.e. hiding bag/books), offensive graffiti, being made the subject of malicious rumours; cyber bullying - misuse of internet chat rooms and social networking sites, sending malicious emails or text messages on mobile phones and misuse of other technology such as camera and video and the uploading of images on to the web.

Anti- Bullying Taking Action (Whole School)

When bullying is known to have happened or on-going Pastoral Support Worker/Pastoral Manager will discuss the incident with the pupil being bullied. It is very important that they are listened to and believed, and the correct support is offered where necessary.

- The incident will be logged on BehaviourWatch.
- The pupil displaying the bullying behaviour will be spoken to and the facts of the incident established. (Pastoral Manager or PAL).
- Information will be gathered from witnesses to explain what they saw/what they heard.
- **The schools DSL must be informed (via BehaviourWatch)**
- Pupils (and parents) will be informed of any action taken and anti-bullying ambassador staff will check in regularly with the student to ensure that there is no repeat incident.

The Pupil/ Pupil(s) Displaying the Bullying Behaviour

Sanctions in line with the school's Behaviour Policy will be used where appropriate.

These will include:

- Official warnings to cease offending or withdrawal of certain school privileges i.e. (enrichment, school trips). The Pastoral Manager will inform the parents/carers.
- Catch-up (lunchtime for slips put onto BW). Conversation with Pastoral Manager and Anti-bullying team. Parents/carers informed (Pastoral Manager).
- A detailed range of interventions with the victim of this behaviour (ABT/PALS).

- A range of interventions to work with pupils displaying bullying behaviour (ABT/ PALS).
- Anti-bullying behaviour contract that both the pupil displaying must sign and his or her parents alongside the school (DW/Anti bullying ambassadors).
- **Immediate internal exclusion for 3 slips being recorded on the system. Parents/carers informed (PM) up to 3 days.**
- Exclusion from certain areas of the school's premises. Parents/carers informed (DW/ Anti Bullying team/SLT). Parents/carers informed.
- Records will be kept on pupils' files (Pastoral Manager).
- A detailed range of reflective interventions to work with pupils who are displaying bullying behaviour (PALS).
- Involvement of the School Young Person's Officer/ Key stakeholders (the Police/SW/ YOTS) for persistent offenders. (DW/SLT/PC Anthony Harris).
- Lead Pastoral Coordinator to present evidence of all plans and strategies before SLT.
- All strategies/intervention work must have been exhausted before the pupil gets to this stage.
- Meeting with the Lead Pastoral Manager
- Meeting with the Headteacher

Lindsworth School Anti-Bullying Ambassadors

Dean Williams	Pastoral School Lead	
Kira Cameron	Pastoral & Learning Support Worker	Year 7
Emma Gunn	Pastoral & Learning Support Worker	Year 7
Meera Ghai	Pastoral & Learning Support Worker	Year 7
Vicky Cook	Pastoral & Learning Support Worker	Year 9
Kayte Meredith	Pastoral & Learning Support Worker	Year 10
Diane Wilcox	Teacher	