Anti-Bullying Policy

This document is intended to set out the school's values and strategies in relation to bullying. This policy will be reviewed at least annually. The attached procedure will be reviewed termly to assess effectiveness. The policy and procedure will also be reviewed with the school governing body every three years.

What is Bullying?

The Anti-Bullying Alliance defines bullying as:

"the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"

Bullying affects lots of people and can happen anywhere: at school, travelling to and from school, in friendship or family groups or in the workplace. Bullying can hurt others physically or emotionally, and can often be aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability. (Bullying UK)

Bullying can take many forms including:

- physical assault (hitting, kicking)
- social bullying (spreading rumours, excluding others from social groups)
- threatening behaviour
- name calling (including racist, sexist or homophobic remarks)
- cyberbullying (online, text messages, gaming sites, social media)

Lakeside School is clear that any form of bullying is serious and unacceptable.

Why is Bullying taken so Seriously?

The impact of bullying has now been well researched and includes numerous short and long term difficulties. Bullying can prevent young people from accessing school and their education, impacting their long-term life chances. Bullying also changes the way a person views themselves, impacting their mental health and wellbeing. Those who are bullied may retaliate and act out, have difficulties with other relationships or may self-harm.

How does Lakeside School Challenge Bullying?

Lakeside School has a whole school approach towards bullying and unkind behaviour. All the teaching and support staff at Lakeside are committed to working with parents, carers, pupils and other agencies to create a school community where all pupils feel safe throughout the whole school day, as well as when they are travelling to and from school. We recognise that it takes everyone working together to create a safe school environment and optimal conditions for learning.

It is also recognised that as an SEMH school, our pupils will have additional needs and experiences that may make social relationships more challenging. All school staff receive regular training in order to support pupils and are experienced in modelling and facilitating positive behaviour and relationships.

Attached to this policy is the Lakeside School Anti-Bullying Procedure which is to be used for specific incidents of bullying behaviour.

Below are some examples of the whole school strategies in place to both combat bullying behaviour and to encourage a school environment where kindness, diversity and individuality are celebrated:

- All school staff are alert to the signs of bullying and act promptly when it occurs
- All bullying recorded as part of the school's behaviour management point system
- Specific concerns raised and discussed at the daily de-briefs and weekly staff meetings
- Regular discussions in tutor groups regarding bullying and unkind behaviour
- Anti-Bullying on the agenda for every Student Council meeting
- Every student in the school will read and sign a school Computer User contract.
- Anti-Bullying Week is followed every year in November. This includes a poster competition, odd socks day, tutor discussions and other activities.
- An annual whole school bullying survey (staff and pupils) completed and information gathered shared with staff and governors.
- A whole school Awareness Calendar, using special days to celebrate diversity and to challenge specific prejudices such as racism, sexism and homophobia.
- A comprehensive PSHE and RSE curriculum covering topics such as emotional literacy, social skills, friendship skills and consent.

What can Pupils and Families do?

If you are worried that your child might be being bullied or is bullying others you should discuss your concerns with the school as soon as possible.

Pupils are encouraged to report any concerns about feeling unsafe, uncomfortable or if they feel bullied to a member of school staff. Pupils are also encouraged to remain in safe spaces on the school site throughout the day, including during break and lunch times where school staff are able to supervise.

Through awareness and education drives in school all pupils are encouraged to be 'Upstanders' to bullying rather than bystanders. Pupils are encouraged to speak out for their fellow pupils.

Useful Links for Additional Information & Support:

https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/bullying-cyberbullying/

https://www.bullying.co.uk

https://www.anti-bullyingalliance.org.uk/course/147/information-tool-parents-and-carers

Anti-Bullying Procedure

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Action to be Taken if Bullying is Witnessed or Reported

- The incident will be dealt with immediately by the member of staff who has witnessed it or has been approached by the pupil.
- If necessary, the Tutor, the School Social Worker or a Senior Manager will interview all parties involved and take action.
- Parents/Carers of those pupils involved to be notified by telephone and the incident written in the weekly report home with clear action strategies taken by the school.
- Parents/Carers of those pupils involved to be kept informed of strategies put in place to safeguard their child.
- The perpetrator will be marked down for the session when the incident occurred.
- Discussion of event and strategy at staff daily Debrief and weekly Staff meeting as necessary.
- When serious bullying or physical aggression is perpetrated by one student against another a Serious Incident Report is completed. This will include a clear account of the incident and the action taken by Senior Management. Parents/Carers and involved professionals will be notified.
- Repeated bullying and/or unkind behaviour will become a specific target behaviour on the individual pupil's IEP and noted on their Risk Assessment.

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Potential Disciplinary Options for Perpetrators of Bullying

- Official warnings to cease offending
- Marked down on the rewards system
- Detention
- Exclusion from certain areas of school premises
- Supervised break and lunch times
- Limited bans from transport (It is unusual to give a long-term transport ban)
- Limited bans from school computer use
- Any appropriate sanctions from the internal sanctions list
- Fixed-term exclusion
- Permanent exclusion
- Parents/Carers to be informed and supported to address potential concerns or needs.
- Meeting with parents/carers
- Police involvement

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Support Available to Pupils who have been Bullied

- They will be listened to and their feelings and experience will be taken seriously.
- Opportunities to discuss their worries with their tutor or any member of staff they feel comfortable talking to.
- Continuous support to be available for as long as necessary.
- Restoring self-esteem and confidence by promoting friendship skills with peers, opportunities for success in class; opportunities of taking responsibility during school day.
- Opportunities to work around identified support needs with the School Social Worker
- Explore appropriateness of a restorative conversation with those involved.
- Meeting in school with parents/carers if appropriate.
- Referrals to other agencies as appropriate.

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- Continuous support to be available for as long as necessary.
- Discussion around the behaviour, challenging of prejudices, encouraging kindness and victim awareness.
- Restoring self-esteem and confidence by promoting friendship skills with peers, opportunities for success in class; opportunities of taking responsibility during school day.
- Opportunities to work around identified support needs with the School Social Worker.
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September 2021