

LAKESIDE SCHOOL

Anti-Bullying Policy

All the teaching and support staff at Lakeside are committed to working with parents, carers, pupils and outside 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.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or absconding (truanting) from school.

Pupils must be encouraged to report any concerns about feeling unsafe, uncomfortable or if they feel bullied.

Parents are encouraged to contact school with any concerns as soon as possible.

Lakeside maintains a whole school policy against bullying and unkind behaviour. All (School's) teaching and ancillary staff will remain alert to the signs of bullying and act promptly and firmly against all manner of unkind behaviour as and when it occurs. This will be recorded on the Lakeside's Behaviour Management Score Sheet. Tutors will discuss bullying and unkind behaviour regularly with their Groups and Anti-Bullying will be on every agenda for the Student Council. Bullying or unkind behaviour of specific pupils will be discussed during the daily debrief and will feature regularly at weekly Staff Meetings. Every term, the data is collated and analyzed in terms of individual's behaviour.

LAKESIDE SCHOOL

Anti-Bullying Procedure

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Lakeside is a SMEH all male school where all the pupils struggle with social relationships. Lakeside has a whole school approach to bullying and unkind behaviour.

The three main types of bullying are:

1. Physical (hitting, kicking, theft)
2. Verbal (name calling, racist remarks)
3. Indirect (spreading rumours, excluding someone from social groups)

Whole School Approach

- If bullying is suspected 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.
- The perpetrator will be marked down for the session when the incident occurred.
- If noted repeatedly, discussion of event and strategy at Debrief ; if necessary, also brought forward to Staff meeting
- Parent/Guardian to be notified by telephone and the incident written in the weekly report home with clear action strategies taken by the school.
- Parent/ Guardian to be kept informed of strategies put in place to safeguard their child.
- 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/Guardians, along with 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
- Every student in the school will read and sign a school Computer User contract.
- Cyber bullying is taken very seriously
- Anti-Bullying is on the agenda at every Student Council Meeting
- The whole school will take part in an Anti-bullying week during the Autumn Term. All tutor groups are involved in group discussions on Anti-Bullying; activities with an Anti-Bullying Theme and prizes are sorted for competitions. During this time, questionnaires for all pupils and staff are completed. The data from both will be collated, analysed and reported to the Head Teacher.
- Data will be presented to School Governors on a regular basis.
- The Tutor will look out for the safety of their group and discuss regularly.
- Be aware of 'meta-tags' when researching on the internet

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Marked down on the rewards system
- Detention
- Exclusion from certain areas of school premises
- Supervised break and lunch times
- At first time- limited Bans from transport ; It is unusual to give a long term transport ban
- Any appropriate sanctions from the internal sanctions list
- Fixed-term exclusion
- Permanent exclusion
- Parents to be informed and encouraged to support their child in raising self esteem and resilience and the importance of being kind to others
- Meeting with parent/Guardians
- Multi- Agency Approach, CAF process if necessary
- Police involvement

Pupils who have been bullied or feel unsafe or uncomfortable will be supported by:

- Their feelings and experience will be taken seriously and dealt with.
- Opportunities to discuss the experience with their Tutor or any member of staff that 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 for things in Tutor
- Opportunities to work on strategies with School Social Worker
- Meeting in school with parent/guardians if necessary

Pupils who have bullied or who have been unkind will be helped by:

- Discussing what happened
- Examining with pupil why they became involved
- Establishing the wrong doing and need to change
- Reminding of School policy and procedures
- Informing parents or guardians to help change the attitude of the pupil
- Opportunities to work on strategies with School Social Worker
- Meeting in school with parent/guardians if necessary

The school will review the Anti-bullying procedure every term to assess effectiveness and the whole school policy at least once a year. This will be done in discussion with all school staff. The Policy and Procedure will also be reviewed with School Governors every 3 years.