



Lumen Learning Trust

Learning together for a brighter future

Anti-Bullying Policy

DATE APPROVED BY LUMEN LEARNING TRUST	15 th March 2019		
REVIEW DATE Biennial	15 th March 2021		
SIGNED DEPUTY EXECUTIVE PRINCIPAL	Sarah Kober 	DATE	15 th March 2019
SIGNED CHAIR OF DIRECTORS	Ray Vango 	DATE	15 th March 2019

INTRODUCTION

Lumen Learning Trust puts the children's needs at the heart of its provision. Our whole school community is committed to enabling the children to become successful lifelong learners and happy, fulfilled adults who can make positive choices about their future.

The Lumen Learning Trust does not tolerate bullying of any kind. We believe that children have the right to learn in a supportive, caring and safe environment without fear of being bullied. This policy has been developed through the establishment of a working party consisting of teaching staff, support staff, governors, children and parents.

AIMS AND OBJECTIVES

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Objectives:

- To raise awareness of bullying.
- To prevent acts of bullying through PSHE, assemblies and other curriculum areas.
- To ensure a consistent response to bullying incidents.
- To support all community members who may be involved in bullying incidents.
- To develop a supportive home, school and community partnership.
- To support children to be successful in their role as members of the Lumen and specific school community and as citizens of modern Britain.

DEFINITION OF BULLYING

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 main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (the use of Information and Communications Technology such as mobile phones and the internet to deliberately upset someone else)

The school councilors have worked with all of the pupils in their class to produce an information leaflet for children and parents. In this leaflet they provide the following definition of bullying:

What is bullying?

Bullying is deliberate and always intentional, it is never a mistake. Bullying is the repetition of unwanted behavior, not a single act.

There are three main people involved in bullying or more: the witness, the person being bullied and the person doing the bullying. Bullying happens more than once and is ongoing.

All people have feelings and deserve to be treated with respect. We may not share the views of others but we must not disrespect them.

What does it mean to be part of the Lumen family and a citizen of modern Britain?

As part of the Lumen family we believe that everyone should be treated equally. Even if you do not know someone, or are not their particular friend, you should be kind and helpful to them. We would expect the same of anyone we met outside school in our day to day lives.

The School Council's anti-bullying leaflet is sent home to parents and available on the website.

ROLES AND RESPONSIBILITIES

All members of staff are expected to deal sensitively with bullying incidents. We are a 'telling' school and children are expected to 'tell' an adult if anyone does anything to them which hurts or frightens them. Children are encouraged to use the adults in the school to help mediate when difficulties occur between peers in school, rather than take matters into their own hands. Any incident of bullying that occurs away from the classroom must be shared with the class teacher. Class teachers have a responsibility for dealing with bullying incidents within their classroom. If concerns remain they should be shared with the head teacher or member of the Senior Leadership Team.

All members of staff are expected to teach about faith, culture and traditions that reflect the make-up of modern Britain so that all children have the knowledge and understanding to enable them to learn and work alongside others effectively. Where parental views are expressed to the contrary of this expectation, staff must pass the information to a member of the SLT who will make contact with the parent to gain insight into their view and to challenge prejudice.

PROCEDURES FOR REPORTING AND RESPONDING TO BULLYING

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Headteacher or if the Headteacher is unavailable to a member of the Senior Leadership Team.
- The Headteacher or their delegate will look into accounts from all concerned and record the incident.
- Class teachers will be kept informed.
- Parents of both parties will be informed of the incident.
- A restorative justice approach may be used to help the victim of bullying and to help the perpetrator to understand the impact of their bullying behaviour.
- Sanctions will be used as appropriate and in consultation with all parties concerned and in line with the Lumen Learning Trust's Behaviour Management Policy.
- Behaviour that causes particular concern must always be reported and discussed with one of the school's DSLs who may feel it appropriate to address it in context of a Child Protection issue. Please refer to Lumen's Child Protection Policy for more information.
- An individual school cannot deal with incidents of alleged cyber-bullying that occur outside of school. However, if parents have concerns about this kind of bullying they are encouraged to print off any offending material and to discuss concerns with their Headteacher.

STRATEGIES FOR THE PREVENTION AND REDUCTION OF BULLYING

- Preventative work on bullying to take place in PSHE lessons, assemblies and in other areas of the curriculum.
- School council has a forum to discuss bullying and how they can prevent it.
- Children to be encouraged to tell an adult if they are being bullied or if they suspect someone else is.
- Parents to be offered the opportunity to attend workshops on cyber-bullying.
- Annual questionnaires to parents and children asking for their views on bullying.
- New parents to be sent guidance on what to do if they are concerned that their child is being bullied.
- Parents to be able to access anti-bullying policy.

Racist, homophobic, transphobic, sexist and discriminatory behaviour, bullying, acts of physical harm or threat of physical harm, any threat to the well-being of another.

The school council's leaflet raises the profile of bullying and promotes speaking out against any bullying behaviour including discrimination.

When such an allegation is made and it is not clear whether or not the incident actually happened as reported, or who was responsible for causing the harm as reported, it is the responsibility of the leadership team or their delegate to look into the matter. They may do this by taking accounts of the incident from whomever was

present – adults as well as children. Once the accounts are taken and in the absence of anyone 'owning' the responsibility for the harm caused, the leadership team will decide, using the balance of probability methodology, whether the incident did take place as per the allegation and, if so, who was responsible. At that point they will record the incident in the relevant logs e.g. Racist incident form etc. The child responsible will be fully involved in the process and guidance will be given to show him/her why these remarks or actions are so damaging. Parents will be informed and asked to support the school in challenging these unwanted behaviours.

There are clear consequences for bullying and discriminatory behaviour and guidelines for robust and consistent sanctions are detailed below.

Physical/verbal disagreement e.g. pushing, shoving, name calling
Internal exclusion and/or missing playtimes.

This may be escalated to a formal fixed term full exclusion from school at the discretion of the Headteacher or Deputy Headteacher.

Physical/verbal aggression e.g. punching, kicking, hitting, biting
Internal exclusion and/or missing playtimes.

Any retaliation is unacceptable. Verbal or physical responses to disagreements or aggression will be appropriately sanctioned.

Adult racist, homophobic, transphobic, sexist and discriminatory behaviour in the school grounds

It is an expectation that adults treat one another with respect and courtesy whilst on the school site. This is an important part of modelling the behaviour we expect from children. If an adult experiences discriminatory behaviour of any kind it is an expectation that they report the incident to a member of the Senior Leadership Team.

Adults are reminded that the Governing Body has the authority to ban any person from the school site for a period of time should it be deemed necessary.

Who decides if a comment is racist, sexist or discriminatory?

Any comment made which causes significant offence will be treated as discriminatory.

PROCEDURES FOR MONITORING, EVALUATION AND REVIEW

In the event of a parental complaint about possible bullying, staff will monitor the child very closely both in class and on the playground and we will record incidents as and when appropriate. The Headteacher and Senior Leadership Team monitor the effectiveness of this policy on a regular basis. If a parent is unhappy about the way in which an incident of bullying has been dealt with they should report the incident to the Executive Principal as per the complaints procedure.