



Layfield Primary School

Bullying Prevention Policy

October 2022

Review date: October 2023

1. INTRODUCTION

1.1 Layfield Primary School is committed to providing a caring and supportive environment for all children. In all aspects of this school's provision, all pupils are treated equally irrespective of race, disability, gender, sexual orientation, religion or belief. We recognise that all children have rights. The following Articles from the United Nations Convention on the Rights of the Child are particularly relevant to this policy:

- **Article 3** (best interests of the child) The best interests of the child must be a top priority in all decisions and actions that affect children.
- **Article 14** (freedom of thought, belief and religion) Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights and responsibilities of parents to guide their child as they grow up.
- **Article 19** (protection from violence, abuse and neglect) Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.
- **Article 28** (right to education) Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child. Discipline in schools must respect children's dignity and their rights. Richer countries must help poorer countries achieve this.
- **Article 42** (knowledge of rights) Governments must actively work to make sure children and adults know about the Convention.

1.2 We aim to:

- prevent bullying in this school
- ensure that all staff, parents, pupils and governors are aware that bullying is viewed seriously
- provide an environment which is safe and caring
- provide challenges which are non-threatening
- encourage children to feel secure
- value children's opinions and involve them where appropriate in determining policy and rules

1.3 In order to fulfil these aims we adopt strategies which ensure that when bullying is suspected or alleged the victim can expect:

- that they will be listened to in an appropriate setting and that every effort will be made to establish facts
- that appropriate action will be taken to address the concerns
- that the action intended to be taken will be made clear to the child, and if appropriate, the child's parents

1.4 Similarly, a pupil suspected of bullying another child is entitled to expect:

- to be listened to in an appropriate setting and that every effort will be made to establish facts
- to be informed about the action the school can take
- to be informed about the action the school intends to take

1.5 The Anti-bullying Alliance describe 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'.

The NSPCC definition of bullying is:

- Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone.
- It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.
- Bullying that happens online, using social networks, games and mobile phones, is often called cyberbullying.

2. APPROACH

2.1 Within the school's caring and supportive environment we seek to develop the whole child. We have a range of approaches to reinforce good behaviour within the school.

2.2 We develop approaches that encourage citizenship within a curriculum for Personal, Social and Citizenship Education. This includes spiritual and moral elements and will be our main vehicle for the teaching of values which respect the worth of the individual.

2.3 Teaching and learning styles also reflect the value we place on the individual. Opportunities for children to explore a variety of social, moral and cultural issues are built in to curriculum time and the structure of the school allows children to speak to staff in private if they wish.

2.4 Pupils are actively encouraged to share their feelings, concerns or worries with their parents or carers, in the knowledge that open communication between home and school will combat bullying.

2.5 Pupils are encouraged to use pupil forums such as class and school council meetings to raise and discuss a range of issues that are important to them.

2.6 We provide appropriate supervision of children at all times during the school day, whilst also recognising the need to develop independence and responsibility. This will include non-structured times such as:

- Morning reception
- Afternoon departure time
- Breaktime
- Lunchtime
- PE/swimming changing
- Movement around school

2.6 Older children have been trained as Playground Friends, and use their training to support others at break and lunchtimes.

3. ACTION

3.1 Where bullying is suspected, or where an allegation has been made, the victim is given time and space to talk to an adult in a safe and friendly place. The victim is given assurance that the issue will be investigated and that help will be given. It is important that the child understands that by telling someone about the bullying, that they have done the right thing.

3.2 Every effort is made to establish facts. The child's feelings are explored, as are ways of managing and overcoming the bullying.

3.3 A similar process will be undertaken with the perpetrator(s).

3.4 The parent/carer of the victim and perpetrator will be informed by a member of staff. This may be the adult dealing with the incident, a senior leader, or the Headteacher.

3.5 Outcomes and action will be monitored.

3.6 All members of staff are available as a resource for children.

3.7 Where there is any evidence that a bullying incident is not being remedied, or where it may be serious, it must be reported to the Headteacher or senior leader who will monitor or take over the problem.

4. RIGHTS AND RESPONSIBILITIES

4.1 We recognise that staff, pupils and parents all have the right to be safe from harm, including bullying. We also recognise the responsibilities that these rights imply, and endeavour to teach, promote and develop social behaviours that encourage a safe and caring school community.

4.2 This policy is regularly reviewed in line with the Behaviour Policy, Home School Agreement, and the school curriculum.

5. COMPLAINTS

5.1 The school has a formal Complaints Policy and Procedure which can be used as a tool for registering and addressing any complaints made by pupils, staff, parents, other service users or providers.

