



LYDIATE
LEARNING
TRUST

Anti-Bullying Policy (LLT)



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TRUST

ENGAGE, ENABLE,
EMPOWER

<i>Origination</i>	<i>Authorised by</i>	<i>Issue No.</i>	<i>Page 1 of 8</i>	<i>Date</i>
<i>AST</i>	<i>LLT Board</i>	<i>1</i>		<i>2017</i>

Anti-Bullying Policy (LLT)

Lydiate Learning Trust is committed to providing a caring, friendly and safe environment for all students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Lydiate Learning Trust. If bullying does occur, all students should be able to ask for help and know that incidents will be dealt with promptly and effectively.

ANYONE who knows or suspects that bullying is happening is expected to report it.

Lydiate Learning Trust aims to develop mutually caring relationships between all members of the school community in order to create a secure and safe environment into which parents or carers can send their children.

Our Definition of Bullying – developed by the Student Future Focus Group.

Bullying describes the behaviour when someone hurts another, either physically or emotionally, repeatedly and on purpose

- The behaviour has to be repeated
- The motivation has to be to hurt someone
- There is often an imbalance of power

Bullying has many forms – e.g. physical, verbal, emotional or electronic (cyber-bullying). We believe that the idea of a “Bully” is unhelpful in tackling this anti-social issue and that it is stopping anti-social behaviour and supporting victims that we must focus on. We recognise that sometimes someone can feel bullied even if the incident does not fit with our definition, but this still requires intervention and support.

FORMS OF BULLYING:

- Verbal intimidation - name calling, mocking verbal abuse
- Victimisation - starting rumours about someone
- Isolation – leaving someone out of a group or not talking to them
- Inciting someone to argue or fight
- Messaging with unpleasant text messages/images/video
- Cyber bullying - targeting individuals through social media
- Threatening behaviour to intimidate
- Using Physical violence

We recognise that bullying can be Disability, Racist, Homophobic or Faith based or directed to other groups in society.

Bullying hurts people and is totally unacceptable. No one deserves to be the victim of bullying and everyone has the right to respect and a positive environment in which to thrive.

Lydiate Learning Trust community will not tolerate Bullying of any kind.

<i>Origination</i>	<i>Authorised by</i>	<i>Issue No.</i>	<i>Page 2 of 8</i>	<i>Date</i>
AST	LLT Board	1		2017

Anti-Bullying Policy (LLT)

OUR POLICY AND THE LAW

The Education and Inspections Act 2006 section 89:

- provides that every school must have measures to encourage good behaviour and **prevent all forms of bullying** amongst students. These measures should be part of the school's behaviour policy which must be communicated to all students, school staff and parents;
- gives Head Teachers the ability to ensure that students behave when they are not on school premises or under the lawful control of school staff.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Act has three aims.

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it

SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, school staff should report their concerns as per the Children Protection Policy and Procedures.

Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the student who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

BULLYING OUTSIDE SCHOOL PREMISES

Head teachers have a specific statutory power to discipline students for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate students' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The Head Teacher should also consider whether it is appropriate to notify the police or anti-social

<i>Origination</i>	<i>Authorised by</i>	<i>Issue No.</i>	<i>Page 3 of 8</i>	<i>Date</i>
AST	LLT Board	1		2017

Anti-Bullying Policy (LLT)

behaviour coordinator in their local authority of the actions taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

AIMS AND OBJECTIVES OF OUR POLICY

Lydiate Learning Trust recognises fully the contribution it can make to support students in school.

- To ensure that **all** students, parents and staff are aware of our definition of bullying and the distressing effect it has on its victims.
- To outline Lydiate Learning Trusts Anti-bullying strategy using trained anti-bullying peer mentors, 'Student Support Service and trained, experienced Heads of Year.
- To ensure that all students, parents and staff are fully aware of the referral procedures for reporting bullying incidents and the strategies adopted for supporting those involved in these incidents.
- To establish a climate in which students who are being bullied, or think another student is being bullied, can speak honestly to an appropriately trained person in the full knowledge that they will be listened to and receive a prompt, appropriate and sensitive response.
- To create a school community where bullying is recognised as unacceptable and where all students can feel valued, secure and happy.
- Bullying will not be tolerated.

Our stated commitment is that when a young person speaks out about bullying:

- They will be **listened to**.
- Their concerns will be **taken seriously**.
- **Together** we will find a way to tackle it.
- The matters will be **investigated**.
- Someone will be there to **help and support** the young person.

ANTI-BULLYING PROCEDURES

All students are encouraged to feel it is right to tell someone if they are being bullied or if someone they know is being bullied. Incidents of bullying will be referred to trained personnel and dealt with quickly and appropriately.

Whilst it is the responsibility of all staff within the school to reinforce the anti-bullying strategy and support the victims of bullying, it is recognised that not all staff have the capacity to carry out a swift and thorough investigation. Therefore, incidents of bullying should be referred to the appropriate Year Team as quickly as possible. Heads of Year and PDMs have training, experience and the capacity to respond swiftly and effectively to incidents as they occur.

Staff suspecting an incident of bullying should:

- Reassure the young person that their concerns are been taken seriously and will be investigated.

<i>Origination</i>	<i>Authorised by</i>	<i>Issue No.</i>	<i>Page 4 of 8</i>	<i>Date</i>
AST	LLT Board	1		2017

Anti-Bullying Policy (LLT)

- Contact the relevant Head of Year as soon as possible with details of the incident. Heads of Year will investigate all reported incidents of bullying using the following procedure:
- Record the incident details on the school's SIMS system intervention log attached to the victim
- The victim and perpetrator will be initially interviewed separately by the Director of Student Support Services and an assessment will be made in conjunction with the victim as to the appropriate level and course of response.
- If this discussion confirms a bullying incident has taken place, an investigation will be conducted and the Head of Year will take statements from students and commence a 'Bullying Incident' form (Appendix 1) outlining details of the event, evidence and clearly outlining the initial response.
- The response will include support for the victim, details of contact with parents and support and sanctions for the perpetrator.
- Record the incident details on the school's SIMS system as a bullying Incident tagged to perpetrator.
- The 'Reported Bullying Incident' form will be stored centrally as a paper copy. A copy is also stored in the victim's file, along with the witness statements and a copy in the perpetrator's file.
- The victim and perpetrator will be monitored by the Pastoral team and a follow up meeting will take place as arranged (timing appropriate to individual situations).
- Appropriate staff (including external agencies) will be kept informed of the individual student needs and support mechanisms.
- Students have been encouraged to self-refer to their pastoral team, the safeguarding team or any of staff of Student Support Services at any time

The strategy is regularly reviewed by an anti-bullying strategy working party comprising Pastoral Committee, Safe-Guarding Team, SENCO and Assistant Head Teacher Behaviour and Safety.

Route Of Referral

NB: It is recognised that in some cases a student may have a particularly good relationship with a member of staff other than those mentioned above and these staff may be more appropriate to work with them at the discretion of the Head of Year, if that member of staff feels suitably trained and has the capacity to do so.

Role of the Student

- a) Tell an adult you can trust. If you do not feel able to talk directly with an adult, talk to a friend and ask them to speak on your behalf. Use the contacts in your planner. **IT IS MOST IMPORTANT THAT YOU TALK TO A TRUSTED ADULT**
- b) Remember that you do not deserve to be bullied. It is the bully who has the problem.
- c) Get your friends together and say NO to the bully.
- d) Stay with groups of people even if they are not your friends.
- e) If possible, avoid being alone in places where bullying is more likely to be possible.
- f) Try not to show you are upset. Try to be assertive.
- g) Walk quickly and confidently even if you do not feel that way inside.
- h) If you feel in danger, walk away and talk to an adult.
- i) If you are different in some way, be proud of it. It is good to be an individual.

<i>Origination</i>	<i>Authorised by</i>	<i>Issue No.</i>	<i>Page 5 of 8</i>	<i>Date</i>
AST	LLT Board	1		2017

Anti-Bullying Policy (LLT)

Role of Parents or Carers

- a) Parents or carers should regularly remind their son/daughter of the school's code of conduct, especially in terms of expected behaviour as found in the front of the school planner as this will reinforce the aims of the school and minimise the chance of their child's involvement in bullying.
- b) Parents or carers should be alert to signs that their child may be a victim of bullying. Such signs may include: problems with attendance, illness, any unusual money requests, missing or damaged equipment, and physical injuries.
- c) If any parents or carers suspect or discover that their child is being bullied, they are recommended to encourage their child to inform a member of staff.
- d) Parents or carers can, of course, contact the school directly if they feel that their child is subject to bullying. In the first instance, they should contact the appropriate Head of Year.
- e) If Parents or carers feel that their concerns have not been fully dealt with, they should report the matter, in writing, to the Headteacher. If this does not prove to be conclusive, parents or carers have the right to contact the Chair of Governors.

The Role of Heads of Year

Heads of Year are trained personnel who are available to respond to allegations of bullying and have the experience and capacity to investigate and respond quickly and appropriately. As part of their role they will:

- a) Be the first point of contact in school for parents who are concerned about bullying.
- b) Together with the Director of Students Support Services, provide advice, support and assistance to any student (and possibly their parents) who complains of bullying.
- c) Accept referrals from members of school staff.
- d) Liaise with the Director of Student Services, Form Tutors, AHT Behaviour and Safety, Director of Student Services and where appropriate Multi-Agency Team meetings to provide feedback.
- e) Liaise with parents to ensure all parties are aware of any incidents that have occurred and the follow up strategies.
- f) Liaise with the wider Student Support Services Team and Pastoral teams to continue to develop strategies to reduce bullying and deal effectively with incidents of bullying.
- g) Where appropriate (if the victim and perpetrator and parents are in agreement) the Head of Year may use restorative practice strategies to allow the victim to explain the consequences of the bullies' actions to them face to face. This is conducted in a safe and supported environment with trained members of staff. Agreements would then hopefully be reached which would allow a new relationship to be established.
- h) Maintain written records (Appendix 1) of bullying related incidents within student files both the victim and bully.
- i) Refer vulnerable students to appropriate services via Student Support Services.
- j) Support, manage and mentor the Anti-Bullying Listeners.
- k) Under the guidance of the AHT Behaviour and Safety recruit and train new Anti-Bullying Listeners.
- l) Run discussion groups and work with students who have been identified as perpetrator to reduce the number of bullying incidents on the school site.

<i>Origination</i>	<i>Authorised by</i>	<i>Issue No.</i>	<i>Page 6 of 8</i>	<i>Date</i>
AST	LLT Board	1		2017

Anti-Bullying Policy (LLT)

- m) In collaboration with the AHT Behaviour and Safety, Director of SSS and SMSC Coordinator seek opportunities to promote the Anti-bullying strategy at Lydiate Learning Trust, e.g. via Assemblies, displays, promotion at Parent's Evenings.

The Role of the Student Anti-Bullying Listeners

The trained Listener will often be the first point of contact for students who are the victims of bullying. Listeners will be easily identified around the School site by wearing a Listener badge. The Listeners will be able to:

- a) Listen to and provide support for fellow students
- b) Be available in the M1 on a rota basis to support vulnerable students
- c) Share concerns about vulnerable students with Director of Student Services (always with a commitment to maintaining confidentiality)
- d) Show commitment to the anti-bullying Leader scheme
- e) Be involved in regular monitoring of the scheme
- f) Work together with promoting good citizenship and Core Values throughout the school

The Leaders will meet as a group with the Director of Student Services every half term to reinforce their training, share experiences, feedback on the programme and make suggestions for improvements.

The Role of the Wider Pastoral Team

It is anticipated that Heads of Year will have the relevant training and experience to deal with the majority of bullying issues. However, there may be some students who require additional support from our wider pastoral team or some situations that are not able to be resolved swiftly and require the intervention of a senior member of staff.

Parental Support

The Lydiate Learning Trust Anti-Bullying Strategy will be communicated to parents. Methods for this will include:

- An information stand at all parent's evenings throughout the year,
- Regular updates and information to parents in newsletters, summarising the strategy and detailing contact numbers.
- Information about the programme and how to access anti-bullying services in the school prospectus

SANCTIONS

Bullying in any form will not be tolerated at Lydiate Learning Trust and bullying related incidents will be dealt with seriously. Each incident will be investigated thoroughly and parents will be kept fully informed of the outcome of such investigations. Sanctions applied will depend upon the individual incident but may include:

- Alteration to seating plans within teaching groups
- Lunchtime or after school detentions
- Restricting access to the school site or classrooms

<i>Origination</i>	<i>Authorised by</i>	<i>Issue No.</i>	<i>Page 7 of 8</i>	<i>Date</i>
AST	LLT Board	1		2017

Anti-Bullying Policy (LLT)

- Isolation via The Seclusion Room
- Removal from school transport
- Exclusion from school site at lunchtime for a fixed period of time
- Transfer of form group or teaching group
- In serious cases the school will consider a fixed term exclusion
- Any other sanction deemed appropriate to the individual case, including permanent Exclusion

SUPPORT

A support assessment will be made by the Head of Year for the victim and the perpetrator and will be actioned by the Form Tutor, Head of Year or Director of Student Services as appropriate.

IMPACT ASSESSMENT

Each School has a duty to monitor all cases of bullying.

An analysis will be done at the end of each year and presented to Governors. Information regarding bullying incidents are recorded and stored centrally for appropriate SLT to monitor. Strategies adopted and the outcomes will be recorded, allowing the effectiveness of the strategies to be considered.

Whole School training opportunities may be required in response to emerging patterns of incidents, e.g. an increase in cyber bullying. This will co-ordinated by the AHT Behaviour and Safety

This policy will serve to confirm the procedures of Anti-Bullying in Lydiate Learning Trust.

<i>Origination</i>	<i>Authorised by</i>	<i>Issue No.</i>	<i>Page 8 of 8</i>	<i>Date</i>
AST	LLT Board	1		2017