

# School Policy



## Anti-Bullying Policy

**2022 -2023**

## Policy Statement

Here at Lightmoor Village Primary School we believe that:

- Children and young people should never experience abuse of any kind and all incidents are taken very seriously
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.
- All members of our community will be listened to and taken seriously.
- Seeking help and openness are regarded as signs of strength not weakness.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We believe in tackling bullying by encouraging an environment where individuality and difference is celebrated and individuals can develop without fear.

This policy statement applies to anyone working at Lightmoor Village primary School including senior leaders, governors, volunteers and students.

## What is bullying?

Bullying includes a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally.

We use the acronym **STOP** here at Lightmoor to help our young people to understand bullying:

**Several**

**Times**

**On**

**Purpose**

We understand that bullying can take many forms:

**Verbal Bullying:** The use of words and language to cause emotional distress to another person, exclude them, or make them feel threatened by others.

**Physical Bullying:** The repeated unwanted violation of another person's body through hitting, touching, tripping, kicking, threats and other forms of physical harm. It may also extend to targeted theft.

**Indirect Bullying:** Indirect bullying may include exclusion and spreading of rumours.

**Cyber Bullying:** Repeated bullying that occurs in an online space.

**The purpose of this policy statement is:**

- To prevent bullying from happening between children and young people who are part of our organisation or take part in our activities.
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

**We recognise that:**

- Bullying causes real distress and affects a person's health and development
- In some instances, bullying can cause significant harm.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

**We will seek to prevent bullying by:**

- Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities.
- Holding regular discussions with Team Safe, staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying.
- Putting clear and robust anti-bullying procedures in place.

**Our regular discussions with staff, volunteers, children, young people and families will focus on:**

- Group members' responsibilities to look after one another and uphold the behaviour code.
- Practising skills such as listening to each other.

- Respecting the fact that we are all different.
- making sure that no one is without friends.
- Dealing with problems in a positive way.
- Checking that our anti-bullying measures are working well.

### **Responding to bullying**

We will make sure our response to incidents of bullying takes into account:

- The needs of the person being bullied.
- The needs of the person displaying bullying behaviour.
- Needs of any bystanders.
- Our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

### **Diversity and inclusion**

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- Seeking opportunities to learn about and celebrate difference
- Increasing diversity within our staff, volunteers, children and young people
- Welcoming new members to our organisation.

### **Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK

### **Separate documents that support this policy:**

- Our staff code of conduct and whistle blowing policy
- Our safeguarding and child protection, online safety and behaviour and regulation policy
- Equality, diversity and inclusion policies.

This policy was last reviewed on: September 2022

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