



Glenmere Langmoor Academy Trust Anti Bullying Policy



Bullying has the potential to happen in every school and the results and effects can be devastating for those involved.

Glenmere Langmoor Academy Trust is a place where all pupils are included and it is essential to all pupils and staff that everybody has the right to complete freedom and security in which to develop their full potential. Bullying is a denial of this basic right and will not be tolerated under any circumstance. We regard bullying as particularly serious and always take firm action against it. We encourage pupils to work against it and to report any incidents of bullying to an adult immediately.

What is Bullying?

Several Times On Purpose (S.T.O.P)

Bullying occurs in children and adults from all backgrounds, cultures, races or sexes, from reception through to adulthood.

Bullying can take the form of physical or verbal abuse, or a combination of both. Broadly speaking, bullying may include the following types of behaviour:

- Name calling and teasing
- Taunting
- Mocking
- Making offensive comments
- Stealing from the victim
- Physical violence, such as kicking, hitting or pushing
- Making threats
- Coercion
- Isolation from group activities or events
- Taking property without permission and using or damaging it.

The Department for Education and Skills considers bullying to be conduct, which is:

- Deliberately hurtful
- Repeated over long periods of time and is

- Difficult for victims to defend themselves again.

Glenmere Langmoor Academy Trust's anti-bullying policy aims to address the bullying which pupils can endure and what is done to combat bullying within the school.

How do we help to combat bullying?
Start Telling Other People (S.T.O.P.)

- All staff and pupils in the school are made aware that bullying is unacceptable and will not be tolerated.
- Pupils are made aware that they can always go to an adult to tell A
- designated member of support staff is always on hand to 'listen' as well as offering support and advice if possible Parents are aware
- that they can contact the school over alleged incidents and that they will be listened to and their concerns taken seriously.

- Any allegations will be followed up immediately and the alleged bully will be spoken to.
- If bullying is found to have taken place then the bully will be faced with what he/she has done and counselling and behaviour sanctions will be applied.
- All staff are aware of the anti-bullying and behaviour policies and will intervene when and where necessary.
- A safe and caring environment is provided at all times and issues raised and discussed through PSHCE, SEAL and circle time. This is part of the planned curriculum but can also be in response to any incidents that arise. The school has an annual week in the Autumn term dedicated to the promotion of anti-bullying. Onlookers (
- Bystanders) are reminded that they are condoning bullying and this is all part of the process of bullying.

Remember!

- Bullying does not have to be part of school life
- Help is usually needed to sort it out
- Nobody deserves to be bullied
- If somebody is different they should be encouraged to be proud of it-it is good to be an 'individual'

Advice given in the event of bullying

- Tell the offender to stop it! If they do not stop tell them you will go to an adult. If they still do not stop go to the nearest adult and tell them. If it is out of school tell your parents or whoever looks after you.
- Not telling is the bully's greatest weapon.
- Try not to show that you are upset.
- Stay with the people you like so there is safety in numbers.
- Try to talk about what is happening with your friends and adults Try
- to trust in others to help you. People can only help you if they know what is going on.

Advice for Parents

All parents need to be aware of the signs that a child is being bullied, because many children will not disclose what is happening to them.

The following list identifies some characteristics of behaviour exhibited by victims of bullying. If your child:

- Becomes frightened of walking to and from school or changes their normal route to or home from school for no apparent reason Starts
- asking to be driven to school
- Is unwilling to go to school or complains of feeling unwell each morning
- Begins to try and get time off school
- Begins to do poorly in school work or loses concentration Arrives
- home with clothes or possessions damaged or lost on a regular basis
- Becomes aggressive, surly or unreasonable Exhibits
- a change of eating pattern without reason Becomes
- withdrawn or lacks confidence
- Becomes distressed, anxious or stops eating
- Exhibits a pattern of minor ailments
- Asks for extra money or starts to steal
- Has unexplained scratches or bruises
- Cries in bed at night, has nightmares or starts wetting the bed
- Begins to bully siblings or other children

- Refuses to discuss what is wrong

Should you suspect that your child is being bullied, reassure them of your support and contact the school immediately.

Responding to bullying within the school

In the event of any incidents including bullying being alleged then the following steps will be taken:

- Discussions will be carried out with all parties to discover the nature and events and the reasons for it
- The right of each person to be safe and not feel threatened will be emphasised
- Support will be given to all individuals, including the bully, to resolve the differences and develop greater self-esteem
- If discussion is not successful then a written agreement will be drawn up
- A 'buddy-system'/'peer support system' may be introduced so as not to allow the 'victim' to feel isolated
- The opportunity may be offered for the 'victim' and the 'bully' to work together if appropriate
- In the event of these measures being unsuccessful then parents will be contacted, and possible exclusions from lunchtimes and break times may be used
- Details of all alleged bullying incidents will be recorded on paper