



Lansbury Bridge School

Anti-Bullying and Hate Crime Policy

Author	Written	Standards Committee	Ratified FGB	at	Chair of Gov's signature	Next Review
N.Fenney	6/12/2024					

Lansbury Bridge School promotes equality of opportunity for all; without prejudice of differences between gender, race, disability, sexual orientation, age, ability, cultural or religious beliefs. When considering Behaviour and Discipline, including the anti-bullying policy, staff should ensure that they adhere to the above commitment.

Aims and Values of Lansbury Bridge School

Our aim at Lansbury Bridge School is to provide a safe, secure and caring environment where expectations and achievements are high, and where all children and young people realise their full potential in all areas of their development.

Values and Ethos

In implementing this policy staff at Lansbury Bridge will be driven by the values and ethos of the school.

Our vision is to:

- Keep all our pupils safe, secure and healthy
- Individualise learning for each pupil, enabling them to reach their potential
- Promote independence, confidence, life and social skills through a range of tailored activities and effective support
- Enrich our pupils' lives by providing exciting, interesting and fun activities across the school year
- Work positively with parents and multi-disciplinary teams, to provide the best care and remove potential barriers to learning
- Develop pupils' emotional, spiritual, physical and creative awareness and wellbeing

Statement of Intent

The purpose of this policy is to

- explicate our schools' position to promote a safe, secure environment in which bullying is regarded as unacceptable
- prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- make sure bullying is stopped as soon as possible and if it does happen 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.

This policy applies to all staff including governors, volunteers, supply staff and students as part of the Lansbury Bridge school ethos.

This will happen through:

- Communicating a clear definition of what is regarded as bullying.
- Raising awareness of any behaviour that can be defined as bullying.
- Acknowledging that bullying cultures and trends can change frequently within society. Conflict can vary in content and actions depending on relationships and influences.
- Gaining an understanding of why some people may bully.
- Promoting consistent positive actions to prevent bullying using a powerful combination of a planned PSHE lessons, weekly (SCARF by Coram education) ¹, built around a spiral curriculum of recurring themes, including within PSHE, Citizenship, SMSC and British Values.

- Recognising and providing opportunities that are specific to pupils personalised learning goals (PLG's) that relate specifically to promoting positive relationships to preventing bullying and also develops the importance of valuing differences amongst all peers and adults.
- Including contributions from all pupils via JLT representatives, to create a pupil version of the anti-bullying policy
- Consistent reporting of incidents linked to potential bullying via CPoms.
- Consistent monitoring of incidents linked with potential bullying to determine the accuracy of evidence linked to bullying (repetitive cases) or an isolated incident that may or may not be defined as bullying. Questions should be raised to clarify periods of when a chronology of events might determine bullying.
- Consistent monitoring of incidents recorded as bullying for patterns or significant causes.
- Staff to be aware of the use of bullying or a physical incident
- The development of consistent reactive measures to any bullying incidents including time to reflect, peer mediation and mentoring.
- The provision of support for all members of the school community involved in bullying incidents.
- Developing home, school and community communication and links.

Aims and Objectives of this policy

The aim of this policy is to prevent and deal with any behaviour considered to be bullying. The implementation of this policy will create an ethos where bullying is not acceptable so that our school remains a safe and secure environment for all. Responsibility to recognise bullying, as it is occurring, is a whole school approach for every member of employed staff, governors, supply staff, volunteers and pupils to take appropriate action, by following the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have awareness of what bullying is.
- All governors, teaching and non-teaching staff will understand what bullying is and will know what the school policy is on bullying. All staff will consistently and swiftly follow the policy when bullying is recognised or reported.
- All pupils and parents/guardians will know what the school policy on bullying is and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is identified and reported.
- Whole school initiatives (staff training, celebration assemblies, Anti Bullying week events, British values, Wear your SCARF to school linked to Child Mental Health week, consistent links shared and awareness identified to national acknowledgements to celebrating differences, both with specifically related to Lansbury Bridge but also within the wider community).
- Proactive teaching strategies (PSHE lessons using SCARF, Citizenship lessons, social language sessions), will be delivered throughout the school to promote consistent positive actions that will promote good social skills to prevent opportunities for bullying to occur.
- A positive, caring ethos will be adopted throughout the whole school environment where everyone can be present and free to express themselves, free from the fear of experiencing bullying.

What Is Bullying?

The school shares the definition from the Anti Bullying alliance that bullying is.....
the repetitive, intentional hurting of one person or group, where their relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

This is also the definition that is identified by SCARF (Coram education) to determine the definition of bullying. This definition features within specific SCARF lessons appropriate to the outcome and activities within the planned session.

Although we show fidelity to this definition of bullying, we also recognise definitions from the following sources.

Bullying is defined by the DfE as “behaviour by an individual or group, repeated over time, which intentionally hurts another individual or group either physically or emotionally”.

Bullying can be inflicted on a child by another child or an adult. Bullying can sometimes begin with low-level behaviours, such as teasing and name calling, which sometimes relies on a power imbalance. If left unchallenged this can escalate.

It is important to consider pupils' perceptions when dealing with bullying and take every reported case seriously supporting both the perpetrator and the victim.

With considerations to all the above definitions, they are reflected within the school ethos and school rules. We use the following anagrams to communicate the clear message around the school ethos and school rules. The Junior Leadership Team have consulted on how these messages should be communicated and the 2 anagrams below are used throughout school.

Learn	Safe
Believe	Thoughtful
Shine	And
	Respectful

Bullying in relation to Hate Crime.

Hate crime can be any behaviour, that a victim or any other person perceives, that is actioned, by hatred of age, disability, gender identity, race, religion, or sexual orientation.

Lansbury Bridge School is commitment to all the school population. Victims of bullying will be supported, and any perpetrator of bullying will also receive support to enable them to change their behaviour towards others. Lansbury Bridge School is transparent and clear in approaching issues around bullying. It is understood and considered Shine that bullying can occur between any members of the school population.

Methods of bullying acknowledged by the Lansbury Bridge Community

Physical Bullying	<ul style="list-style-type: none">• Pushing, kicking, hitting, punching, spitting, hair-pulling, or any other use of physical violence.• Making people do things they do not want to do.• Stopping people doing what they want to do• Damaging someone's belongings• Taking someone else's belongings.• The threat of violence can be associated with theft and there can be clear instances of extortion focused on weaker students
Verbal Bullying	<ul style="list-style-type: none">• Name calling• Sarcasm and teasing• Saying or writing nasty things• Blackmail and threats• Making offensive remarks
Indirect Bullying	<ul style="list-style-type: none">• Being unfriendly, not talking to someone• Excluding from social groups and activities• Tormenting, making someone feel uncomfortable or scared• Using threatening gestures, looks and signs
Cyber Bullying	<ul style="list-style-type: none">• Misuse of areas of the internet, such as email & internet chat room• Mobile phone threats; texts, inappropriate photographs or calls• Misuse of technology, eg camera and video facilities• Sending offensive images by phone or via the internet
Sexual Bullying	<ul style="list-style-type: none">• Sexual name calling• Inappropriate touching• Unwanted touching

Bullying can happen to anyone. This policy covers all types of bullying including specific groups who can be vulnerable:

- Bullying related to race, religion or culture
- Bullying related to Special Educational Needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Cyber Bullying (see E Safety and Acceptable Internet Usage policies)
- Bullying of looked after children or otherwise related to home circumstances

Signs of Bullying

Any changes in behaviour which indicates fear or anxiety may be a potential indicator that someone is experiencing bullying. These could include

- Complaining of feeling ill in the mornings
- Lack of concentration
- Becoming withdrawn
- Being distressed and anxious
- Changes in eating habits
- Changes in behaviours at home and in school
- Beginning to bully others
- Unexplained marks
- Not wanting to talk or communicate about feelings

- Becoming aggressive

This is not an exhausted identification of fearful or anxiety-based behaviours. It is important that staff at Lansbury Bridge have good relationships with pupils to quickly notice changes in pupils' behaviour to ensure pupils are happy and safe.

Prevention of bullying at Lansbury Bridge

Bullying at Lansbury Bridge School is unacceptable, and we work hard in all areas of our school life to prevent cases of bullying. We do this by,

- SCARF framework delivered weekly throughout school. All themes within the SCARF framework are delivered consistently at the same time, across school to encourage shared learning, thoughts and opinions amongst pupils. All six SCARF units refer to promoting positive relationships, valuing differences, keeping safe, rights and respects, acknowledging being our best and growing and changing.
- Regularly discussing, referring and demonstrating how to be a safe, thoughtful, and respectful individual using modelling, verbal, visual and exemplar materials provided by SCARF and other sources.
- Discussing expectations specifically around reoccurring prejudices, throughout the spiral curriculum to consistently revisit and during whole school events
- Reactive safeguarding curriculum supported by SCARF materials to revisit reoccurring themes in class and with individuals delivered by the school mentor.
- Displaying British values around school and working with pupils around these
- Pupils and staff are encouraged to show kindness and respect to each other, and this is modelled throughout the school daily
- Using the curriculum to develop pupils understanding of bullying and its effects at a level that is appropriate to each individual class
- Developing through RE teaching understanding, tolerance, and acceptance of all regardless of their religious beliefs.
- P.S.H.E. lessons, weekly SCARF lessons and circle time encouraging good behaviour and developing understanding and acceptance of cultural differences.
- Anti-bullying focused week in school each November
- Having display boards related to Anti-Bullying around the school environment
- Regular praise of positive and supportive behaviour by all staff using verbal praise, stickers, certificates awarded in assembly and house point systems
- Clear boundaries and assertive behaviour strategies to be consistently reinforced through the most meaningful and appropriate way for the child's age and developmental stage. Staff will refer to the behaviour and discipline policy for more guidance.
- Ensuring pupil voice is a key part of school life through the Junior Leadership Team

School procedures for responding to bullying at Lansbury Bridge

All staff in school understand that bullying behaviour is harmful and unacceptable. All staff are aware of this policy. Staff will listen effectively and non-judgementally when pupils or parents/carers are communicating about bullying issues.

1. Class teachers will be made aware of all bullying issues regarding children in their class and initially they will investigate the matter to determine what strategies and support systems are required and most appropriate. This will be reported by the class staff, via CPoms initially, as a log of incidents.
2. Class teachers will assign this to the FLO's with all relevant information, including the names of any other pupils who are involved.

3. Family Liaison/Class staff will pass the information to SLT who will provide further support where needed. SLT will consider incidents individually with regards to a safeguarding referral.
4. Family Liaison/Class teacher will work with pupils involved and contact parents discuss incidents, outcomes and support.
5. The issues and resolution will be reported to the Headteacher/Head of School.

St Helens Local Authority policies on recording incidents will be followed.

Any incidents of bullying will be discussed with pupils' next class teacher during a transition period at the end of the academic year to minimise the chance of issues re-occurring.

Support for pupils who are bullied

If a child has been bullied the priority is to help them to feel safe. Staff should always ensure that the child's needs are paramount. The child will be given time and space to communicate what has happened with a member of staff that they feel comfortable with, which could include class staff, school mentors and family liaison officers. Class staff must remain informed throughout this process.

Response and strategies will be determined by the situation and the individuals involved. Class teachers will use their knowledge of the young person and their professional judgement to determine the best support strategies to put in place. Support can also be given from the school anti bullying lead and designated safeguarding lead.

The young person should understand that everyone is going to work together to ensure that bullying is not tolerated at Lansbury Bridge School.

Support for pupils displaying bullying behaviour

If a child has displayed bullying behaviour, they need to recognise that their behaviour is not acceptable and the reasons why it has caused such a negative impact on others. It will be clearly stated to pupils that bullying behaviour is not acceptable at Lansbury Bridge School and the young person will be supported to understand the impact of their behaviour on themselves and others.

Consequences given should reflect the severity and persistence of the bullying and be used in line with the schools' behaviour and discipline policy. Classes will use their own judgement to convey the most appropriate consequence that is clear and meaningful to the individual.

Class staff will closely monitor behaviour especially at non-structured and social times. Class teachers will inform parents/carers of any issues and the support in place to support the child.

If the problems persist parents/carers will be formally invited into school to discuss the matter. Should the bullying behaviour persist then the school, young person, parents/carers will work together to set personal behaviour targets for the young person. Targets will be supported by the class teacher and monitored by SLT. Throughout this process improvements and positive behaviour will be acknowledged and rewarded as appropriate.

Cyber Bullying

Lansbury Bridge recognises that often cyber bullying happens outside of school, which can restrict school intervention. In such situations where difficulties are experienced within the home and/or on sites such as social networking, parents and young people are advised to contact school through the pastoral team. Parents and the pastoral team may consider the need to contact other outside agencies for support, such as the service provider. The pastoral team will inform class staff and will continue to inform them throughout this process. When issues are impacting on school life and the general well-being of a young person, staff will follow procedures outlined in this policy.

As part of our Computing and PSHE curriculum and visits from Catch 22 pupils are educated on how to stay safe online and what to do if they do not feel safe or comfortable at any given time and if they feel that they are being bullied online.

As part of whole school awareness, Online Safety Week is promoted in every class, with the most meaningful and appropriate contextual activities for the pupils to do.

Other Policies

This policy should be read in conjunction with the following:

- Behaviour Policy
- Care and Control Policy
- Child Protection Policy
- E-safety Policy and Acceptable Internet Usage

Further Information and Support

Specialist Organisations:

- **The Anti-Bullying Alliance (ABA):** Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues
- **Kidscape:** Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people
- **The Diana Award:** Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors
- **The BIG Award:** The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively
- **NSPCC:** Information for teachers and others working with children and young people
- **Childline:** This is a free, confidential support service who speak to thousands of young people every day. Telephone: **0800 1111**, available anytime.

Cyber Bullying:

- **ChildNet International:** Specialist resources for young people to raise awareness of online safety and how to protect themselves
- **Think U Know:** Resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers
- **Digizen:** Provide online safety information for educators, parents, carers and young people.
- **Advice on Child Internet Safety 1.0:** The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

LGBT:

- **EACH:** A training agency for employers and organisations seeking to tackle discrimination on the grounds of gender and sexual orientation
- **Schools Out:** Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education

- **Stonewall:** An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND:

- **Mencap:** Represents people with learning disabilities, with specific advice and information for people who work with children and young people
- **Changing Faces:** Provide online resources and training to schools on bullying because of physical difference
- **Cyberbullying and Children and Young People with SEN and Disabilities:** Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Racism:

- **Show Racism the Red Card:** Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism
- **Kick it Out:** Uses the appeal of football to educate young people about racism and provide education packs for schools
- **Anne Frank Trust:** Runs a school's project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.