



**Leicester
Partnership
School**

Anti-Bullying Policy

Schedule for Development, Monitoring and Review	
Approved by governors on:	October 2019
Implementation monitored by:	Hilroy Thomas
Review arrangements:	Annually All policies will be reviewed if there are any significant developments or changes to legislation
Reviewed:	October 2020 October 2021
The next review of this policy:	October 2022

Anti-Bullying Policy

LPS STATEMENT

Bullying in any form is not be tolerated within The Leicester Partnership School. This includes by or on any member of The School (Staff, students, Parents/Carers, Providers or Governor Equivalence). As a school, we are committed to creating positive and safe learning environments for all. The School works with national and local guidance- Preventing and Tackling Bullying DFE 2017 and Roar Like a Lion- www.leicester.gov.uk/bullying.

“Roar like a Lion” contributes towards a number of local and national priorities:

- DfE guidance on preventing and tackling bullying (2014)
- Independent School Standard Regulations (2014)
- Children’s Act (1989)
- The Education and Inspection Act (2006)
- The Equality Act (2010)
- Leicester City Council Staying Safe Surveys (2014)
- Stonewall Education Equality Index
- Special Educational Needs and Disability Code of Practice (2014)
- New National Curriculum Framework for PHSE (2016/7)
- “Please Miss I’m being bullied”
- Leicester’s Children and Young People’s Plan (2014-2017)
- National Anti-Bullying Week
- Leicester’s Anti-Bullying Award- Positive and Peaceful Places (2018)
- Disabled children’s “Big Mouth Forum’ participation group
- No Health without Mental Health: Implementation Framework (July 2012)
- Statutory guidance on the use of alternative provision (January 2013)
- Keeping Children Safe in Education (KCSIE)

AIMS OF THIS POLICY

- To promote the School’s aims and values.
- To promote a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of The Leicester Partnership School.
- To promote the raising of standards of behaviour and levels of achievement for all.

DEFINITION

Bullying is present to a greater or lesser extent in all institutions. **All** members of The Leicester Partnership School deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious affect on a person's self-esteem and their emotional and mental well-being, which in turn prevents them from developing to their full potential. Bullying can seriously affect a person's life chances. Our definition of bullying is based on Anti- Bullying Alliance's definition (2017):

“The repetitive, intentional harming of one person or group by another person or group where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological and can happen face-to-face or online”

DfE guidance (2017) also states that bullying behaviours take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, faith, gender, sexual orientation, disability or because a child is adopted or has caring responsibilities.

Types of prejudice-based bullying are:

- Homophobic bullying- Bullying based on someone's actual or perceived sexual orientation.
- Transphobic bullying- Bullying aimed at a transgender person due to their gender identity
- Racist bullying- Bullying based on someone's colour, ethnicity, culture or national origin(this includes both established and new communities in Leicester)
- Bullying based on religion or beliefs
- Disablist bullying- Bullying based on disability or Special Educational Need
- Sexist bullying- Bullying based on someone's gender
- Bullying related to someone's appearance or health conditions which affect appearance or behaviour

Children and young people describe the most common forms of bullying to be:

Physical – hitting, kicking, stealing, or hiding belongings, sexual assault

Verbal – name calling, insults, offensive or sexual remarks, threatening language.

Relational – Social exclusion, spreading rumours or stories, graffiti, defacing property.

Material – Damage to belongings, extortion

Indirect – Displaying literature or materials of a racist, sexist or pornographic nature.

Cyber bullying – can include offensive or abusive texts, internet messages, emails, social networking sites.

CYBER/ON-LINE BULLYING

DEFINITION

“The use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.”

EXAMPLES OF CYBER/ON-LINE BULLYING

Cyber/on-line bullying can take many forms but includes:

- **Text Messaging**- Unwelcome or threatening texts
- **Picture or video clips**- Embarrassing or inappropriate images
- **Phone calls**- Silent calls or abusive messages
- **Emails**- Abusive or threatening messages
- **Online chat rooms**- Menacing or upsetting comments
- **Instant Messaging**- Hurtful or intimidating real time messages
- **Websites**- The creation of false or defamatory websites about an individual
- **Social networking**- (eg Bebo, Facebook, Myspace)- false information, social exclusion or isolation
- **Online gaming**- Victimising or intimidating individuals on shared game sites

Cyber/on-line bullying is different from other forms of bullying because:

- Although it is perceived as anonymous, it leaves a trail of evidence.
- Initially it may not be known where or whom it has come from.
- It can happen throughout the day, each day and can invade home/personal space.
- The offending behaviour can quickly reach a large audience.
- It is hard to control negative comments/images once transmitted.
- Research suggests cyber/on-line bullying may have a greater emotional and psychological impact than other forms of bullying.
- It usually takes place out of school hours.

For further information, guidance and advice click onto the Leicester City Council website using the link:

<https://www.leicester.gov.uk/media/177122/cyberbullying-advice-for-paents-and-carers.pdf>

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BULLYING IN THE COMMUNITY

The Leicester Partnership School expects all of its young people to behave in an acceptable manner within the community. Conduct that threatens the health and safety of students, young people or members of the community will not be tolerated. The Head Teacher has the power to regulate the behaviour of young people off site.

a) Bullying on trips

When out of the School on trips/visits etc members of staff should follow The School's policies and procedures to safeguard and protect the young people as if they were on the school site.

b) Bullying of a young person by other young people from The School, in the community.

Parents/Carers or members of the community should report bullying behaviour to The Head Teacher or a member of The Senior Leadership Team from The LPS. The Head Teacher or member of The Senior Leadership Team will consider the evidence available and if the claim is proven, will impose sanctions in line with The School's Behaviour Policy.

c) Bullying of young people from The LPS by young people from other educational establishments.

The Head Teacher or a member of The Senior Leadership Team will report the incident to The Head Teacher of the other educational establishment involved.

d) Bullying of a member of staff

All staff have the same rights of protection from bullying and intimidation as any citizen in a public place. If an incident of bullying occurs, this should be reported to The Head Teacher or member of The Senior Leadership Team who will then follow the Leicester City Council's "Code of Conduct for Employees" procedure in conjunction with "Disciplinary Procedure for employees based in Schools/Colleges". Any sanction or disciplinary action will apply to both direct and indirect bullying (for example, cyber bullying out of the school via intimidating or abusive texts, emails, internet messages or inappropriate behaviour and language on social networking sites).

SIGNS OF BULLYING

Young People

A young person may indicate signs or behaviours that he or she is being bullied. These signs and behaviours could indicate other problems, particularly when a young person is new to The School. However bullying should be considered as a possibility and should be investigated thoroughly. Adults should be aware of these possible signs and should investigate if a young person:

- Becomes frightened of travelling to school or a vocational provider or changes their normal route.
- Does not want to travel with other young people on public transport to school or a vocational provider
- Is unwilling to attend school or a vocational provider (school anxiety)
- Attempts to truant
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries to sleep at night or has nightmares
- Shows a pattern of minor ailments.
- Begins to perform less well with their studies
- Comes home with clothes torn or possessions damaged
- Asks for money or starts to steal
- Has unexplained cuts and bruises
- Becomes excessively aggressive, disruptive or unreasonable.
- Is bullying other young people.
- Shows a change of eating pattern without reason.
- Becomes distressed, anxious or stops eating.
- Is frightened to say what is wrong.
- Gives improbable excuses for any of the above.

Adults

Employees of LPS need to be aware that bullying is a high profile issue and must be taken seriously. Training is provided on staff training days to ensure all staff are aware of how to deal with bullying and follow School procedures. This policy will be publicised to staff, parents/carers and young people alongside The Safeguarding and Behaviour Policies to ensure that the systems are effective and thorough.

Adults may indicate by signs or behaviour that he or she is being bullied. These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated. Other adults should be aware of these possible signs and should report their concerns to a member of The Senior Leadership Team if an adult:

- Shows significant changes in their normal behaviour or attitude.
- Is upset.
- Is angry.
- Is being withdrawn.
- Is unusually quiet.
- Is depressed.
- Appears frightened or subdued in the presence of particular people.

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- Has an unexplained illness
- Claims to be feeling unwell on a regular basis.
- Is having regular sleepless nights.

PROCEDURES/ADVICE FOR REPORTING INCIDENTS OF BULLYING

Procedures/Advice for Young People

- **TELL SOMEONE:** Young people are told to report incidents of bullying to any member of staff or another young person who can tell staff on their behalf. Their concerns will be taken seriously.
- The bully/bullies will be talked to and Parents/Carers will be contacted. If appropriate, mediation between the victim/s and bully/bullies will take place as part of the follow-up process.
- The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
- In serious cases Parents/Carers will be asked to attend a meeting to discuss the incident/s
- If necessary and appropriate The Police will be consulted and may be involved.
- Attempts will be made to help the bully/bullies change their behaviour.

Procedures/Advice for Parents/Carers

- If you think your child is being bullied, reassure them of your support and contact the school straightaway by phone, note or in person.
- If your child will talk to you about the bullying, write the information down and try and include details such as the name of the bully/bullies, any witnesses, and the time and place of each and every incident. This information should then be passed to the school. This will enable staff to gain a clearer picture by talking to everyone involved as soon as possible after the incident.

Procedures/Advice for LPS Staff

- All incidents of bullying should be taken seriously.
- All incidents of bullying should be recorded electronically across the whole School
- All incidents should be fully investigated. This will involve questioning the victim/s and the alleged bully/bullies, informing Parents/Carers and if appropriate organising mediation between the victim/s and the alleged bully/bullies.
- If the incident is very serious this should be reported to the Lower or Upper School Manager who may contact the Police if deemed appropriate
- The victim/s and bully/bullies should be monitored to ensure that the bullying has stopped.

Procedures/Advice for Bystanders

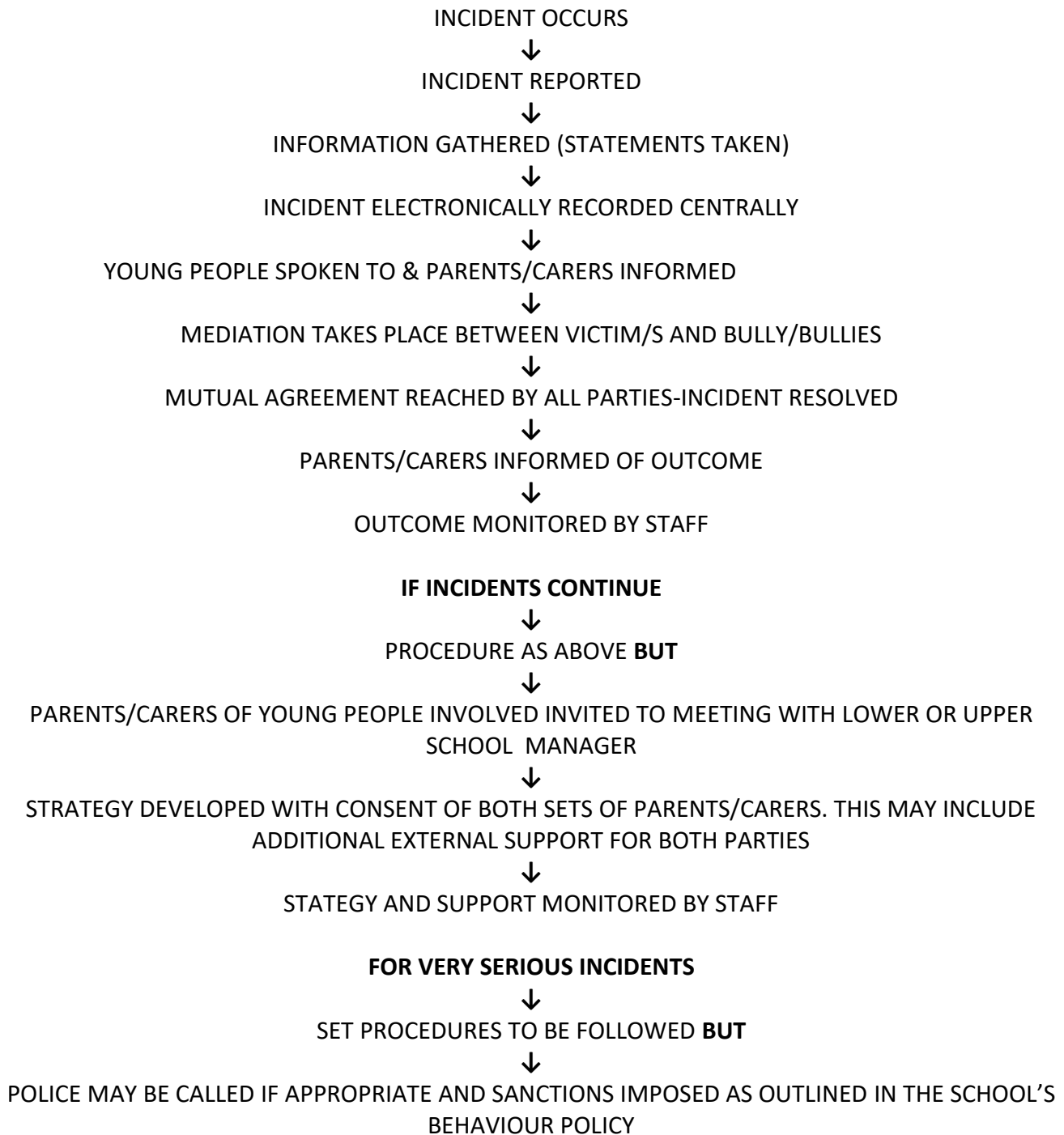
No one should stand by and watch an incident of bullying occur. If you are a witness to an incident of bullying then this should be reported immediately to a member of staff at the school

RECORDING AND REPORTING ON INCIDENTS OF BULLYING

All staff across the school are responsible for recording any incidents of bullying. If a young person is being bullied the incident should be recorded electronically in a central folder which is accessed by the school. In the case of an adult being bullied, the incident/s should be reported immediately to The Head Teacher or member of The Senior Leadership Team. The Head Teacher has overall responsibility to ensure that incidents of bullying are recorded. However they may delegate elements of the procedure to a named member of staff. The Head Teacher should also report to The Management Committee on incidents of bullying on an annual basis. It is the responsibility of Lower and Upper School Managers to report to The Senior Leadership Team every half term incidents of bullying

Outcomes for Young People

Young people must have confidence in all staff so they feel that incidents of bullying are dealt with quickly and effectively. Therefore:



Outcome for Adults

Where bullying affects adults they are advised to speak to someone they trust, preferably a member of The Senior Leadership Team or someone who will report on their behalf. This concern should then be passed onto the Head Teacher. If the accusation is against The Head Teacher, then The Chair of The Management Committee should be informed.

PREVENTION STRATEGIES AND ANTI BULLYING AWARENESS

The Leicester Partnership School is committed to creating an anti-bullying ethos and positive learning environment where all young people and adults feel safe, are valued and are able to thrive and reach their full potential. The LPS will be proactive in preventing bullying. The School recognises that a range of strategies may be necessary to address bullying, depending upon the circumstances and the age and ability of the young people involved. Such strategies may include:

- Encouraging positive and co-operative behaviour in all our sessions to reduce the likelihood of bullying occurring.
- Creating a diverse curriculum which incorporates the PSHE Core Themes), Fundamental British Values, SMSC, The promotion of Behaviour for Learning and emotional literacy
- The inclusion of issues of cyber/on-line bullying within the ICT curriculum.
- The promotion of emotional well-being for all our young people and staff.
- Ensuring that the environment in our school does not allow places where bullying cannot go unnoticed.
- Ensuring that all sessions, breaks and lunchtimes, out of school activities are well supervised by trained staff.
- Publishing a school newsletter which is sent to Parents/Carers, Providers and Schools.
- Advising Parents/ Carers of their responsibility in promoting anti-bullying and what support is available to them
- Participating in Anti-Bullying Week across the School.
- Distributing an Induction pack to all new members of staff.
- Ensuring all staff are appropriately trained in the area of anti-bullying
- Understanding the relationship between The Anti-Bullying Policy and other School Policies particularly in relation to Safeguarding, Equality, Inclusion, Behaviour, Disability and Discrimination, The Leicester City Council's "Code of Conduct procedure in conjunction with "Disciplinary Procedure for employees based in Schools/Colleges
- Actively celebrating and valuing diversity and difference within the school
- Completion of Anti Bullying questionnaires across the school every half term.
- Supporting all members of The LPS by ensuring that all incidents of bullying are reported and treated both confidentially and seriously.
- Displaying around the school our Anti-Bullying procedures and advice.

MONITORING AND REVIEW ARRANGEMENTS

This Policy will be reviewed and amended annually. However every half term there will be:

- An analysis of incidents of bullying across the school
- The reporting of the school's bullying log to The Senior Leadership Team
- The completion of questionnaires
- An update for Parents/ Carers and schools of LPS' Anti Bullying initiatives.