

# LES ANTI-BULLYING POLICY

## KEY CONTACTS:

- Head of School: Chris Akin
- Head of Secondary: Liam Upton
- Head of Primary: Amy Clifford
- Designated Safeguarding Lead: Laura Alexander

***This policy is based on DfE (Department for Education UK) guidance  
“Preventing and Tackling Bullying” July 2017 and supporting documents. It also  
considers the DfE statutory guidance “Keeping Children Safe in Education”  
2020***

LES is committed to developing an anti-bullying culture where the bullying of adults, children, or young people is not tolerated in any form. This Policy links with our:

- Vision and Mission Statements
- Safeguarding Policy
- Code of Conduct
- Whistleblowing Policy
- Teaching & Learning Policy
- Class Charters
- PSHE Curriculum
- Behaviour Expectations
- Personal Goals
- Core Values

## WHAT IS BULLYING?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. We are aware that any child or adult could be the victim of bullying and it is the responsibility of the whole school community to prevent it.

**Conflict vs. Bullying -  
What's the difference?**

Conflict	Bullying
<ul style="list-style-type: none"> <li>Disagreement or argument in which both sides express their views</li> <li>Equal power between those involved</li> <li>Generally stop and change behavior when they realize it is hurting someone</li> </ul>	<ul style="list-style-type: none"> <li>Goal is to hurt, harm, or humiliate</li> <li>Person bullying has more power*</li> <li>Continue behavior when they realize it is hurting someone.</li> </ul>

\* "Power" can mean the person bullying is older, bigger, stronger, or more popular.

**WHAT IS BULLYING?**

- IT CAN HAPPEN ANYWHERE AT ANYTIME TO ANYONE
- IT IS WHEN SOMEONE PICKS ON SOMEONE ELSE ON PURPOSE OVER AND OVER AGAIN
- BULLIES WANT TO HURT THE OTHER PERSON PHYSICALLY OR EMOTIONALLY

**SEVERAL  
TIMES  
ON  
PURPOSE**

**BE A BUDDY NOT A BULLY**

NEED TO TELL SOMEONE ABOUT BULLYING  
EMAIL: [BULLY@LAUDELADELYELIZABETH.COM](mailto:BULLY@LAUDELADELYELIZABETH.COM)

**THE LADY  
ELIZABETH  
SCHOOL**

## PREVENTION

At LES we shall ensure our School community:

- Knows what bullying is
- Knows that bullying is not acceptable and will not be tolerated
- Creates an inclusive environment and ethos which promotes a culture of mutual respect and consideration and care for others, which will be upheld by all.

## **FORMS AND TYPES OF BULLYING COVERED BY THIS POLICY**

Bullying can happen to anyone. This policy covers some types and forms of bullying including bullying related to

- Physical appearance
- Physical/mental health conditions
- Physical bullying
- Emotional bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying against people/pupils with protected characteristics

The LES community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

## **RESPONDING TO BULLYING**

If bullying is suspected or reported,

- The incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The Head of School, Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection policies.
- Sanctions, as identified within the school behaviour policy as identified as serious behaviour offences, and support, will be implemented in consultation with all parties concerned.

- If necessary, other agencies may be consulted or involved, such as the Inspector of Schools, local police and/Guardia Civil, if suspicion of a criminal offence has been committed, or other local services if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated.
- If required, the school leaders accountable for the investigation will collaborate with other schools.

### **DOCUMENTATION / RECORD KEEPING:**

A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken. Confidentiality will be maintained at all times.

### **SUPPORTING PUPILS WHO HAVE BEEN BULLIED BY:**

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

### **PUPILS WHO HAVE PERPETRATED BULLYING WILL BE HELPED BY:**

- Discussing what happened, establishing the concern and the need to change.
- Informing parents to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If the incident is online, requesting that content be removed and reporting accounts/content to service providers.
- Sanctioning, in line with school behaviour/discipline policy; this may include

official warnings, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

#### **ADULTS WHO HAVE BEEN BULLIED OR AFFECTED WILL BE SUPPORTED BY:**

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Head of Division / Head of School.
- .Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.

#### **ADULTS WHO HAVE PERPETRATED THE BULLYING WILL HELPED BY:**

- Discussing what happened with a senior member of staff and/or the head teacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.