

ANTI-BULLYING POLICY

INTRODUCTION

This policy compliments our Whole School Behaviour Policy and Child Protection Policy, and should be read in conjunction with these documents.

London Christian Learning Centre is completely against bullying and will not tolerate it. It is entirely opposed to our values and principles. We believe that everyone has the right to work in a safe and considerate atmosphere within the school. We also expect everyone to contribute, in whatever way they can, to the wellbeing and care of the school environment.

We teach the pupils to respect authority as given by God to parents, teachers and others in the School and Church communities. There are firm boundaries and expectations regarding behaviour and positive encouragement and rewards for those who follow them. We work to maintain fair discipline throughout the School with a clear code of conduct that all staff and parents uphold.

When children behave in an unacceptable manner physical punishment will never be used or threatened. They will not be humiliated, nor will they be shouted at in an aggressive way. Their behaviour will be discussed to see how it can be improved in future. It will always be made clear that although the behaviour is wrong the child is still accepted and loved. The individual child's level of maturity and understanding will be taken into account when dealing with any behavioural problems.

Students have a right to learn without the fear of bullying and distress; therefore we will not tolerate bullying behaviour. The needs of the victim are of the utmost importance and anyone that feels bullied will be listened to and taken seriously. All reported incidents will be carefully investigated and dealt with appropriately.

Parents will be informed of their child's inappropriate behaviour and the school will work together with the parents to ensure that the situation is rectified properly and appropriate disciplinary action is taken.

STATEMENT OF GENERAL POLICY CONCERNING BULLYING AND ABUSE

Offences such as racial or physical abuse, bullying or violent behaviour will result in a 'Disciplinary Statement'* being filed detailing the reason for disciplinary action being taken and the actual action taken. We will monitor and review each situation according to the nature or seriousness of the situation. Repeated offences of this nature will result in the pupil being excluded or expelled.

- Bullying will not be tolerated within the School
- We will record all incidents of bullying*
- We will inform parents and guardians of these incidents
- A pupil will be issued with a Red Card in the first instance of bullying*
- Repeated offences will result in the pupil being excluded or expelled*

DEFINITION OF BULLYING FOR THE PURPOSES OF THIS POLICY:

Bullying is an act of hostility, causing humiliation, pain or distress to someone. It can take a number of forms; physical, verbal, making gestures, blackmail and segregation. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be carried out by individuals or by groups of pupils.

Forms of Bullying:

- Physical violence such as hitting, pushing or spitting at another pupil
- Interfering with another pupil's property, by stealing, hiding or damaging it
- Using offensive names when addressing another pupil
- Teasing or spreading rumours about another pupil or his/her family
- Belittling another pupil's abilities and achievements
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from a group activity
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms
- Misusing technology (internet or mobiles) to hurt or humiliate another person

RESPONSIBILITIES

To combat any bullying we will work together as staff and parents and take on the following responsibilities:

The staff will support the children and the school by doing the following:

- Nurture self-esteem, self-respect and respect for others in the students
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Headteacher, Rev Ida Bolus
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Parents will support their children and the school by doing the following:

- Watch for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advise their children to report any bullying to their Supervisor and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advise their children not to retaliate violently to any forms of bullying.
- Be sympathetic and supportive towards their children, and reassure them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Inform the school of any suspected bullying, even if their children are not involved;

- Co-operate with the school; if their children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The students will support each other and the school by doing the following:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- if they become the target of bullies they should not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.
- Be aware of the school's 'Acceptable Use/ e-Safety rules and abide by them

PREVENTATIVE MEASURES

The school promotes positive behaviour through ensuring that the students are aware of the school's expectations for respect within the school community and the corrective measures that the school utilises; these are within the Student Handbook.*

Provision is also made for Pastoral care and staff are assisted in classroom management where needed. Guidelines for records and corrective measures are kept in the Staff Handbook* and are made available for parents if requested.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

Steps taken to support and respond to the needs of both bullied and bullying Pupils:

- Records kept will be kept of all incidents whether minor, significant or major
- Action will be taken according to the school's Corrective Measures*
- The school will contacting the parents/carers of all pupils concerned in the bullying incident.
- The school will endeavour to investigate the incident and give feedback to those concerned.
- Sanctions* will be put in place according to the severity of the incident
- The school will contact any relevant professionals where appropriate

MONITOR AND REVIEW

The policy will be monitored and reviewed annually by the Governors and parent views will be obtained if changes are necessary.

Policy Adopted by Governors on: 20 March 2017
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