

# LPW Independent School Anti-Bullying Policy for Students

## September 2020

Policy Document control

Author/Contact:	K Baynam
Document Path & Filename:	
Document Reference:	B 1.1
Version:	1.1
Status:	Signed off
Publication Date:	October 2020
Related Policies:	
Review Date:	September 2022
Approved/Ratified by:	D Carter
Distribution:	All teaching staff, governors

# Anti-Bullying Policy at LPW School

A student friendly guide to the new policy



What's included?

- Introduction
- So, what is bullying?
- Effects, communicating and confidentially
- What to do and look out for
- Confidentiality
- What will happen?
- What are we doing to help

**STOP**  
  
**BULLYING**

## Introduction

Firstly, LPW School DOES NOT tolerate bullying or harassment of any kind.

All bullying is taken seriously, and will not be brushed aside.

This school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect but we acknowledge that some of our learners may not fully understand how their behaviour impacts on others or be experienced as bullying.

## So, what is Bullying?

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

And the examples?

- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
  - Attacking property – such as damaging, stealing or hiding someone's possessions
  - Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
  - Psychological – such as deliberately excluding or ignoring people
  - Cyber – such as using text, email or other social media to write or say hurtful things about someone
- Bullying can be based on any of the following things:
- Race (racist bullying)
  - Religion or belief
  - Culture or class
  - Gender (sexist bullying) Sexual orientation (homophobic or biphobic bullying) Gender identity (transphobic bullying)
  - Special Educational Needs (SEN) or disability
  - Appearance or health conditions
  - Related to home or other personal situation
  - Related to another vulnerable group of people – e.g. young carers.



## Effects, Communicating and confidentiality

Bullying is serious, and a major concern for parents, teachers and students.

- Bullying can make our lives a MISERY: it harms our confidence and self-esteem, as well as destroying our sense of security.
- Not only does bullying harm our attendance and attainment, but it can also result in life long psychological effects.

## But bullies also need help!

After all, those who are causing the harm need to know the dangers of bullying others. Bullies too can go to teachers, and we encourage you to seek help as soon as possible. Bullying can happen anywhere.

Here are some examples:

- Playground, field and walkway
- Corridors and toilets
- The journey to and from school
- Cyber bullying at any time regardless of where it occurs, we will take ALL concerns seriously, and if you don't want to name those involved DON'T WORRY, we'll find a way!

## Confidentiality:

We won't tell anyone unless you want us to, and everything is treated with sensitivity and care.

There may be times where we think you or someone else maybe at risk and then we would need to share this with other people. If we had to do this, we will tell you first and always encourage you to report this yourself.

## What to do?

If possible, talk to staff who you trust about any concerns E.g. your keyworker, subject teacher, head of year, or one of our Engagement Workers at LPW.

If you have witnessed bullying, support the victim, make sure they know it's wrong. Accompany them to an adult, or suggest that you see one on their behalf.

**Kieron Quigley** is our Anti Bullying Lead.

Or you could ....

Contact CHILDLINE - CALL 0800 11 11 OR [WWW.CHILDLINE.ORG.UK](http://WWW.CHILDLINE.ORG.UK)

Report bullying to LPW School



Texting: the child's individual Keyworker

Emailing: [reportbullying@lpw.org.uk](mailto:reportbullying@lpw.org.uk)

Phoning: 0117 9074500

## What will happen?

We will try and work with you to see how you would like the situation to be handled. Wherever possible we will aim to use a restorative process to explore what happened and prevent it from happening again.

- A parent may be contacted
- We may take statements to find out what happened
- The opportunity to discuss reactions/behaviour is given, and the procedure is explained.
- The bullies maybe spoken to individually, and asked to write an account
- Evidence will be gathered
- Counselling and support could be offered.
- Teachers may organise a group intervention response to discuss and address the issue.
- The school may engage a group of parents to discuss the cases to ensure issues are being dealt with properly.
- Exclusion

## What are we doing to help?

- Wellbeing lessons incorporate anti-bullying education.
- Anti-bullying week in November helps to raise awareness.
- Counselling can be provided through our partners at NAOS.
- Quiet spaces are available at lunch and break time.
- One to one sessions with keyworkers provide extra support.
- We run a range of extracurricular clubs to provide a supportive environment.
- Regular communication with parents and students ensures that we are doing what you want, and working most effectively.

