

Langside School

Diverse Abilities

Children's Team

BULLYING POLICY

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

	Date	Signature
GB Approved	March 2014	J Pay
Review	March 2017	SLT
Review	March 2020	SLT
Review	March 2023	SLT
Review	March 2026	

LANGSIDE SCHOOL

BULLYING POLICY

This Policy should be read in conjunction with all associated Policies such as Safeguarding, eSafety and Whistle Blowing.

Principles and Values

As Governors we value the good relationship between all members of our school's community, pupils, parents, carers, staff and visitors. We will treat anyone, but especially a child, as being bullied if they perceive that they are. All should be aware of the negative effect that bullying can have on individuals and the school in general, and should work towards ensuring that pupils and staff can work in an environment without fear.

We do understand that the needs of those bullied are important and they **will** be listened to carefully and sympathetically. **All incidents reported will be taken seriously and will be thoroughly investigated.**

Bullying is unacceptable in our school and will not be tolerated.

What is Bullying?

Bullying may be defined as any deliberately hurtful behaviour, usually repeated over a period of time, which intentionally hurts another person or group either physically or emotionally. Bullying is often motivated by prejudice and it is generally difficult for those being bullied to defend themselves. Examples of unacceptable behaviour include:

- Threatening behaviour (psychological, intimidation).
- Using physical violence.
- Using unpleasant words – insulting comments, mocking verbal abuse.
- Stealing property, taking or demanding money.
- Deliberately upsetting someone or group.
- Sending unpleasant text messages/images.
- Using the internet, Social Media sites and similar technology to spread unpleasant rumours (cyber bullying).

Single, one-off incidents are not usually bullying, but if they are repeated, they must be reported and will be dealt with by the school.

Responsibilities of the Whole School Community

Our staff; will:

- In so far as it is possible they will foster in our pupils self esteem, self respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour of our pupils and others whilst in our school.
- Be alert to signs of distress and other possible indications of bullying, both in pupils and fellow staff members.

- Listen to those who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the DSL, or in their absence to either of the Deputy DSL's.
- Follow up any complaint by a parent or carer about bullying, and report back promptly and fully on any resulting action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Whilst understanding their limitations we expect our pupils to:

- Refrain from becoming involved in any kind of bullying.
- Intervene to protect any fellow pupil who is being bullied, unless it is not safe to do so.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, so as to put an end to their own suffering and that of other potential targets.

Everyone should:

- Work together to combat and, hopefully in time, eradicate bullying.

Procedures for dealing with incidents of Bullying Behaviour

Steps will be taken to support and respond to the needs of both the bullied and bullying individual and a record kept of such steps. Action taken could include:

- Contact with parents/carers where a pupil is concerned
- Investigation
- Feedback to involved parties
- Disciplinary procedures
- Contact with relevant professionals

Staff must record all incidents of Bullying, and any resulting actions taken, and will report such to the DSL, or in their absence to a Deputy Safeguarding Lead, who will interview both the bullied and bullying individual and thereafter, where considered necessary, instigate a complete investigation including interviewing those who witnessed the incident(s). If after investigation it is found that appropriate actions, such as sanctions, could be applied in line with our behaviour or disciplinary policies, whichever is the most applicable to the incident, then such will be taken. At all times parents/carers will be kept informed and receive feedback whenever a pupil is involved. In instances of adult involvement it might be necessary to involve other professional bodies and/or to make a report, in the most serious cases, to the police. However, it is our policy and belief that we should and can in most incidents resolve such issues internally.

All records of bullying incidents, will be passed to Diverse Abilities HR Department.
