



# Langtree School Trustees

## Anti-Bullying Policy

LANGTREE SCHOOL ACADEMY TRUST COMPANY

AN EXEMPT CHARITY LIMITED BY GUARANTEE

COMPANY NUMBER 7980335

In this policy as in all documents of The Langtree School Academy Trust Company ("TLSATC") any reference to Langtree School, School, Trustees of Langtree School or Trustees of Langtree School Academy Trust Company is a reference to The Board of Directors of The Langtree School Academy Trust Company and any reference to the Headteacher of Langtree School is a reference to the Chief Executive Officer of TLSATC.

STATUS			
RECOMMENDED	✓	STATUTORY	
REVIEW FREQUENCY		Annual	
DATE OF LAST REVIEW		January 2025	
REVIEW DUE		January 2026	
COMMITTEE		Pastoral & Community	

## 1. Rationale

- Langtree School is a warm, inclusive, and welcoming school where we believe that strong positive relationships result in a happy, optimistic and positive culture in which we can all focus on our core mission of "Putting Learning First". Our school values are summarised in three words, courtesy, respect and integrity, and these values underpin all of our dealings with each other. This policy relates to all members of the school community including staff, students, trustees and visitors in order to ensure their wellbeing while in school.
- Langtree School defines bullying as behaviour which is deliberately intended to cause hurt, distress, unhappiness or embarrassment to others **and** which is repeated over a period of time; it is often difficult for those who are being bullied to defend themselves. This definition of bullying applies to all members of the Langtree School community, students, parents and staff.
- Langtree believes that all staff and students have the right to go about their normal lives free from fear and intimidation. We believe that bullying may have a detrimental impact on the target's mental health and achievement.
- Langtree School will hold students accountable for bullying in and outside of school hours. Bullying can happen on the way to and from school as well as online at any time.
- Langtree School is committed to preventing bullying and dealing effectively with bullying when it occurs.

Bullying can be:

- physical (hitting, pushing, shoving, theft)
- property based (damaging someone's equipment, clothing; stealing someone's property etc)
- verbal (name calling, threats of violence, racist remarks)
- cyber-bullying (use of the internet, social networking sites, text messages, voicemail to cause upset and distress)
- indirect (spreading rumours, leaving people out, supporting other people who bully)
- extortion: money/gifts/doing homework
- sexual: unwanted physical contact and abusive comments, forcing someone to do something they do not want to

Langtree School is against all forms of harassment, discrimination and intolerance. We will not tolerate discrimination against someone because of their or their parents' / carers' or other family member's:

- age
- disability or Special Educational Needs
- gender reassignment
- ethnic origin, skin colour, nationality or culture
- religion of belief
- sex
- sexual orientation
- pregnancy and maternity
- marriage and civil partnership
- perceived difference including appearance, weight etc.

Sexual harassment is also unacceptable and will not be tolerated in our school.

Langtree School will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Students are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report

- Carrying out risk assessments, where appropriate, to help determine whether to:
  - Manage the incident internally
  - Refer to early help
  - Refer to children's social care
  - Report to the police

## 2. Aims

We aim to prevent bullying by educating students and staff about the harmful effects of bullying, throughout the curriculum and enrichment activities. We will consult our students and listen to those opinions through student council, focus groups, surveys and the training and appointments of anti bullying ambassadors.

We will aim to ensure that:

- all stakeholders in Langtree School are treated fairly and with respect
- bystanders are discouraged, and we encourage active upstanding amongst our community
- our school community recognise and reports signs of distress in students that might be suffering from bullying
- Langtree School is a good place to learn and be happy
- Langtree School is a safe and secure environment in which all can thrive
- that all students are encouraged to reflect upon and act upon our core school values of courtesy, respect and integrity in all interactions with all other members of the school community
- students who bully are educated and given the opportunity to reflect on their behaviour
- our staff recognise that a student who bullies may be indicating that there is a wider, more complex social problem
- students know how to report a bullying concern.

## 3. Procedures for dealing with bullying at Langtree School

3.1 The school's response aims to be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

3.2 If a student experiences bullying they will report this to their tutor or Head of Year. They will be asked to complete a student incident report form which will be kept by their Head of Year. A student can also report a bullying incident via the **Anti Bullying tab** on the school website under the Student header, or approach an anti-bullying ambassador or teacher who they feel comfortable talking to.

3.3 If a member of staff witnesses a bullying incident they must log the incident in Satchel and inform the Head of Year. If staff believe that there are some safeguarding concerns relating to the bullying incident, they should report this to the Designated Safeguarding Lead using the appropriate school system.

3.4 The alleged target's Head of Year will investigate the incident and inform the alleged bully's tutor and Head of Year.

- 3.5 If the allegation is upheld, the Head of Year may contact the bully's parents and where appropriate the target's parents and decide on appropriate action. Some examples of actions are:
- impose a sanction against the bully or bullies
  - two lunchtime detentions where the bully attends an anti-bullying workshop to educate them on the impact that their behaviour has had on others, using a restorative approach
  - if necessary, provide a safe haven during school hours for the target, and try to provide a friendship group/peer support
  - issue a verbal warning to the bully or bullies
  - make all staff aware of the target's potential vulnerability
  - obtain an apology from bully to target where this is appropriate
  - organise a restorative meeting if appropriate to do so
  - monitor the situation periodically to ensure that the bullying has stopped
- 3.6 If the bullying persists, the Head of Year will refer the matter to the Deputy Headteacher.
- 3.7 The Deputy Headteacher may invite parents of the bully or bullies and targets into school separately to talk about the bullying where bullying persists.
- 3.8 Further bullying could result in the following sanctions for the bully or bullies:
- Withdrawal
  - Referral to the Headteacher, where a warning or possible exclusion could take place.
- 3.9 The Head of Year will keep a record of any bullying incident log, which will be reviewed regularly, so that the school can refer back to previous reports to identify any repeat patterns of behaviour and relationship problems.
- 3.10 All incidents of racial, sexual and homophobic abuse and of bullying must be reported to the Deputy Headteacher who will ensure this incident has been recorded and resolved. This is a statutory requirement and it is our obligation as a school to record every single incident in this way.
- 3.11 The pastoral team will monitor incidents of bullying to see if there are any repeated patterns and they will respond by teaching and educating students, staff and the community to prevent this behaviour.

#### **Anti-Bullying Websites and Help Lines:**

[www.ChildLine.org.uk](http://www.ChildLine.org.uk)

[www.youth2youth.co.uk](http://www.youth2youth.co.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.anti-bullyingalliance.org](http://www.anti-bullyingalliance.org)

Child Line Help Line: 0800 1111

Kidscape Help Line for parents: 0207 730 3300

Advice for parents: <https://www.anti-bullyingalliance.org.uk/tools-information/advice-parents>

NSPCC 24 hour Help Line: 0800 800 500

#### **Links to other policies and documentation**

This policy should be read in conjunction with:

The Langtree School Behaviour Policy

The Langtree School Safeguarding and Child Protection Policy

Student Friendly Anti Bullying Policy

Staff Code of Conduct