

# ANTI-BULLYING POLICY

---

*Lincolnshire County Council is committed to the prevention and effective management of bullying behaviour relating to children and young people of Lincolnshire.*

This Policy aims to:

- Provide children, parents and staff with information if they are concerned about bullying.
- Set clear and consistent standards of behaviour across all facilities and services.
- Establish an operational framework and introduce procedures which will inform parents, children and staff of action to take if they are concerned about unacceptable behaviour.
- Assure all children that they will be participating in a safe/friendly environment and that their well-being is our priority.
- Ensure that the rights of children and young people to protection from abuse and neglect are upheld (U.N. Convention on the Rights of the Child, Article 19).

## WHAT IS BULLYING?

**Bullying is any persistent behaviour by an individual or group which intimidates/threatens or has a harmful and distressing impact on another individual or group.**

Bullying behaviour may be any of the following:

- Verbal – as in name calling or making personal comments
- Social – ostracised or left out of peer group activities
- Material – when possessions are stolen or damaged or extortion takes place
- Emotional – including pressure to confirm
- Physical/Sexual/Racial – as in harassment or aggression
- Homophobic – see Annexe A

*Bullying is different from fighting, which is usually a one-off incident with the purpose of dealing with immediate conflict. Verbal and social forms of bullying take place more often than material or physical bullying, with name calling by far the most common.*

*(How to Stop Bullying – A Kidscape Training Guide (1994))*

***Lincolnshire County Council aims to provide safe, accessible and challenging opportunities for children and young people. We will promote justice and equality in all aspects of all services and facilities provided to schools and out-of-school establishments.***

**Lincolnshire County Council aims to ensure that all children are able to participate freely in a safe, caring environment.**

We will:

- Respond quickly and effectively to incidents of bullying.
- Listen and respond to children's concerns and take appropriate action.
- Take parents' concerns seriously and respond effectively.
- Ensure all staff are suitably trained to deal with any incidents.

**Lincolnshire County Council aims to create a positive participative environment for children.**

We aim to:

- Encourage all establishments to create a child-centred environment.
- Develop positive relationships with all children who use our facilities and services. Staff will place emphasis on the social values of participation, sharing, helping and encouraging.
- Establish clear ground rules/boundaries.
- Consult with children regularly to ensure that services provided meet their needs.
- *Provide an information pack for parents.*
- Ensure that all staff receive appropriate training on relevant issues including behaviour management, child protection, the importance of play, coaching education and bullying awareness.
- Provide an ongoing training programme to enable new members of staff to participate.
- Work towards continuously improving our children's services, exploring new techniques and ideas from the planning stages through to evaluation.

***Lincolnshire County Council is committed to taking positive steps to eliminate bullying incidents within any of our facilities or services. We will encourage all children attending all provisions to behave according to agreed ground rules which will provide a framework of acceptable behaviour.***

The ground rules are as follows:

1. We will not tolerate bullying or harassment of any kind.
2. We will be accepting of others regardless of age, race, religion, culture or disabilities.
3. We will not ignore a child who is being bullied, we will try to stop it or go for help.
4. We will not judge others on the way they speak, their social behaviour, appearance or their ability.
5. We will report any bullying incident to a responsible adult immediately.

**Lincolnshire County Council's staff will be vigilant and observant at all times. If they witness bullying incidents they will respond by following the procedures listed:**

- a. Listen and take the concern seriously.
- b. Speak to the child/children involved. Establish facts of both sides of the story. Remind them of the ground rules.
- c. Intervene to resolve the conflict/distress between the bully and the child at risk and explain the consequences of their actions.
- d. Raise the Headteacher/Responsible Adult's awareness of the incident.
- e. Inform the Headteacher/Responsible Adult where appropriate.

**If the unacceptable behaviour persists, the required actions are as follows:**

- a. Direct a formal warning to the child/children and remind them of the ground rules. Explain the implications if a change in behaviour does not take place.
- b. A formal warning will be recorded on an incident form.
- c. Reassure the child/children at the risk that the complaint has been treated seriously and the consequences of the bully's actions.

**If parents have a concern they would like to report, the procedure is as follows:**

- a. Parent informs Headteacher or Responsible Adult.

- b. Headteacher or Responsible Adult will intervene and speak to children involved taking action to ensure no repetition of unacceptable behaviour.
- c. The Headteacher/Responsible Adult will speak to all staff involved to establish facts.
- d. The incident/concern will be recorded.
- e. The offending children will be spoken to.
- f. The Headteacher/Responsible Adult will write to the parent assuring them that the incident has been dealt with.

**If parents are unhappy with this response:**

- a. The Headteacher/Responsible Adult will advise the parent of Lincolnshire County Council's formal complaints procedure.
  - b. The parent should submit a formal written complaint to Lin O'Neill, School Liaison Officer, School Services, Newland, Lincoln LN1 1YQ.
- 

**Lincolnshire County Council works within a legislative framework which clearly promotes the well-being and rights of children. We have produced this Policy in compliance with the following:**

- The Children Act 1989 highlights the importance of an agreed Policy with clear procedures and sanctions for modifying unacceptable behaviour.
  - The United Nations Convention on the Rights of the Child (Article 19), which stipulates that all children have the right to protection from abuse and neglect.
-

## HOMOPHOBIC BULLYING

Research shows links between homophobic bullying in schools, truancy and education under-achievement. Homophobic bullying impacts upon the health, emotional well-being and academic attainment of young people subjected to such bullying.

All forms of bullying, including homophobic bullying, need to be identified and tackled. It has taken some time for homophobic bullying to become recognized as an issues in schools. There is an urgent need to tackle bullying relating to sexual orientation in schools. There is evidence to show that sustained anti-bullying initiatives can decrease bullying.

### Practical Strategies

Strategies for addressing homophobic bullying include:

- an explicit reference in the school's anti-bullying strategy and equal opportunities policies to strategies to prevent homophobic bullying;
- the development of a school-wide initiative to challenge the use of offensive and homophobic language;
- the removal of graffiti;
- the commitment of staff INSET time to building staff confidence in tackling homophobia and the provision of practical training around challenging homophobic bullying behaviour;
- the inclusion of curriculum resources in the school library that are relevant and appropriate for school age pupils;
- a commitment to work on homophobia within the PSHE (or PSE curriculum in Wales) and SRE curriculum and citizenship frameworks;
- the development of links with outside agencies to offer expertise to schools and to offer advice and support to students experiencing issues around their developing sexuality;
- work on solutions to reduce the homophobic content of commonly used terms of verbal abuse and challenge negative stereotypes;
- proper supervision of the school site, including attention to areas where pupils may be vulnerable;
- procedures to achieve and monitor systems to provide a consistent experience in terms of responses to homophobic bullying behaviour and teacher reactions to individuals, situations or incidents;

- the collection and analysis of information on the incidence of bullying, taking full account of the views of the pupil;
- checking that follow-up action on confirmed allegations of bullying is appropriate in its range and is sustained;
- the use of LEA professionals to work alongside teachers, pupils and parents in overcoming the extreme effects of bullying; and
- links between all forms of discrimination including racist, sexist, disabilist, homophobic and transphobic behaviour.

