



Lockyer's Middle School

Anti-bullying Policy

Our Anti-Bullying champion is: Mrs E. McEnnerney

Last review: October 2026

Next review: October 2027

1. Roles and responsibilities

The Anti-Bullying champion will:

- develop the policy in line with this guidance document by collating views from pupils and staff
- review the progress the school is making in relation to the anti-bullying agenda.

The leaders in our school will:

- support children/young people who have experienced bullying
- respond to children/young people who believe they are being bullied
- model appropriate, respectful behaviour
- promote safety for all groups of pupils regardless of: race, religion, perceived or actual sexuality or gender identity, including the use of language.

Children/young people in our school will be supported to:

- a) embrace a culture that respects difference
- b) support children/young people who have experienced bullying behaviours
- c) model appropriate, respectful behaviour. Participate in;
 - the development of the policy
 - the implementation of the policy
 - the evaluation of the policy.

In school, Local School Committee Members are responsible for monitoring the above.

2. The aims and objectives

The aims and objectives of this policy should develop and maintain;

- a culture of respect where differences in religion, race, style, opinion and personality are valued
- a system of support for children/young people who have been bullied
- a system of clear, fair and consistent responses to incidents of bullying.

The pupils at LMS said that the purpose of our policy is;

- So children feel happy and safe when they are at school (Year 5)
- To help and encourage people to speak up about bullying if it is happening to them, or they have seen it happening to others (Year 6)
- So children know that they can get help and support if they are being bullied (Year 7)
- To feel that LMS is somewhere children feel safe and they feel they can call it out (Year 7)
- To create a welcoming and accepting community that is happy for everyone (Year 8)

3. Defining bullying

At LMS bullying is defined as Several Times On Purpose

The pupils at LMS defined bullying as;

- Purposefully hurting someone more than once (Year 5)
- Bullying can also be online and it can include unkind looks and ignoring or avoiding others on purpose (Year 6)
- Being intentionally physically hurt or mentally hurt by someone's words or behaviour more than once (Year 7)
- Repeated verbal or physical harm to an individual done purposefully (Year 8)



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- Repeatedly mocking someone because of their race, gender, disability or their religious beliefs (Year 8)

The Anti-Bullying Alliance defines bullying as:

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.'

4. Tackling bullying

The United Kingdom signed the United Nations Convention on the Rights of a Child in April 1990. These rights are described in the following extract from the United Nations Children's Fund (UNICEF) website:

"...basic human rights that children everywhere have: the right to survival; to develop to the fullest; to protection from harmful influences, abuse and exploitation; and to participate fully in family, cultural and social life. The four core principals of the Convention are non-discrimination; devotion to the best interests of the child; the right to life, survival and development; and respect for the views of the child."

(UNICEF, 2010 website).

Our community is developing a culture that embraces differences and never tolerates bullying. We are doing this by;

- training to ensure a knowledge about diversity and issues associated with bullying
- training to ensure a knowledge about e-safety and issues associated with bullying through technology including YSPI in light of new government guidance
- raising awareness of and tackling the use of HBT (Homosexual, Bisexual and Transsexual) language
- modelling of appropriate respectful behaviour by all people.

The pupils at LMS said bullying could be tackled in the following ways:

- We can use the worry button on the school website if we feel we are being bullied and an adult will then talk to with us (Year 5)
- We have peer mentors who we can talk to whenever we are out at breaktime or lunchtime and they can help us (Year 5)
- We have adults in school who we can talk to and they know how best to help (Year 6)
- We have PSHE lessons and assemblies to help us understand and recognise signs of bullying (Year 7)
- Learning from workshops in school to help children understand and recognising what is and what is not bullying (Year 7)
- We have DSLs who we can talk to about bullying and posters up around school which show us who these people are (Year 7)
- If bullying has occurred, there are consequences for the bully, but also help for them to understand their behaviour (Year 8)

5. Supporting children and young people if they are bullied

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| <ul style="list-style-type: none">• Tutors or another adult to check-in regularly to make sure the bullying has stopped (Year 5)• A safe place to go where we can talk | <ul style="list-style-type: none">• Opportunity to talk to adults in school whenever needed (Year 5)• To understand why the bully acted in the way (Year 6) |
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with peer mentors about what happened (Year 6) To know that the person who was bullying has received consequences for their actions (Year 8)	- To know we can meet with mentors at breaktime when help is needed (Year 5) - Health and well-being Lead is available to support if necessary and will check in with pupils as needed. (Year 8)
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We will address each incident of bullying individually and appropriately. This will include:

- listening to the child/young person who has been bullied about the type of support they feel they need
- listening to the child/young person who has been bullying and agree the type of support they need
- applying rules consistently and fairly

6. Child Protection

The Children 1989 says a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, this will be reported to Children's Services Social Care.

Any Young Person Sexting Incident (YPSI) at school will be treated as a safeguarding issue.

7. Evaluating

Our organisation will decide how to evaluate the effectiveness of our anti-bullying policy. Pupils at LMS said this could include:

- Children will be happy and confident at school (Year 5)
- Pupils will know who to speak and report to and how to help if they, or others are being bullied (Year 6)
- Questionnaire results would show increased happiness/less bullying (Year 7)
- Peer mentors will report minimal incidents of dealing with bullying issues (Year 8)

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Appendices (A and B)

A. Provision available in school for supporting children in regards to bullying

Our school has the following support for pupils:

- Trained ELSA
- Peer mentors out on the playground every breaktime and lunchtime.
- Anti-bullying Ambassadors
- Pupil Voice (School Council)
- Visible messages around the school of outside agencies that can be contacted safely and anonymously
- Pupil Worry Button which is monitored by DSL and DDSL

B. Flowchart for reporting cases of bullying

All pupils are encouraged to report any suspected cases of bullying and tell an adult. Any member of staff who witnesses an act of bullying should record it on Arbor.

