



## ANTI-BULLYING POLICY

### Statutory Duty of School

*Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.*

#### **1. This policy is intended to ensure consistency across the school in terms of:**

- ensuring that all members of the school community (adults and children) understand that bullying is their business and that we all have a responsibility to help stamp out bullying at Leechpool
- ensuring that if an incident of bullying has taken place, swift action is taken

#### **... and it should enhance learning:**

- through ensuring that all pupils are able to learn in a supportive, caring and safe environment without fear of being bullied.

#### **2. Agreed procedure**

##### **What is Bullying?**

At Leechpool we define bullying as:

- any repeated action that intends to hurt another person physically
- any repeated action that intends to hurt another person's feelings

Bullying behaviour can include:

- name calling
- deliberately leaving someone out
- teasing
- putting people down
- making people feel frightened
- verbal abuse
- threatening behaviour
- physical violence

##### **How do we encourage good behaviour choices at Leechpool?**

At Leechpool we have high expectations of children's behaviour and encourage our pupils to learn to take responsibility for their behaviour choices.


We value the involvement of all members of the school community in helping to stamp out bullying at Leechpool. Bullying features as a regular assembly theme; in class, children are involved in thinking and learning about behaviour and personal responsibility through circle time and PSHCE. Children work together at the start of each term, to devise strategies that encourage and reward good behaviour choices as age appropriate. They decide class rewards and consequences. Posters and signs around the school remind children about making good behaviour choices and about what to do if they are bullied, or if they see someone else being bullied. They are strongly encouraged to tell an adult immediately.

We encourage a partnership approach with parents/carers and involve them in discussions about their children's behaviour. Due to confidentiality, we will not share outcomes of other children with non-family members. We may also involve other agencies in supporting children's behaviour.

We use the Anti Bullying alliance definitions to reflect on behaviours with all children. The following chart is displayed and used with children in all classes as well as in assemblies.



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		Is it bullying?
<b>Rude</b>	<b>Mean</b>	<b>Bullying</b>
<ul style="list-style-type: none"><li>• Unintentional</li><li>• Hurtful</li><li>• One-off</li></ul>	<ul style="list-style-type: none"><li>• Intentional</li><li>• Hurtful</li><li>• One-off</li></ul>	<ul style="list-style-type: none"><li>• Intentional</li><li>• Hurtful</li><li>• Happens more than once, even when you ask them to stop or show that you're upset.</li></ul>

**Always tell an adult in school.**

### What action will the school take?

We will not tolerate bullying and when bullying is suspected or reported, an investigation will be carried out and action will be taken with both parties. The exact action will depend upon the nature and severity of the bullying incident. The outcomes are confidential to the pupils concerned but families will be informed.

### The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or has identified a concern. Staff may seek advice and support from senior staff, depending on the nature of the incident
- An investigation will be carried out, by speaking separately with both the victim and the perpetrator/s. A clear account of the incident will be recorded and dated. This is kept on our internal recording system.
- All children involved in an incident and witnesses will be spoken to, to get a full picture of what has occurred
- A Senior member of staff will be informed immediately and decisions will be taken over follow up action required
- Parents will be informed and involved, as appropriate
- All staff members of the year group, phase and/or key stage will be informed and expected to be vigilant in monitoring the situation, especially at break times and lunchtimes
- Lunchtime staff will be informed and advised accordingly
- Consequences will be used against the perpetrator, as appropriate
- Any repeat behaviour by the same perpetrator will be reported immediately to the Headteacher or Assistant Headteacher, for further action to be taken
- The Headteacher will be kept informed and updated regularly



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### **Pupils who have been bullied will be supported by, for example:**

- being given an immediate opportunity to discuss the experience and their feelings with a well-known member of staff
- being given ongoing opportunities to discuss and practise strategies designed to restore their self-esteem and confidence
- receiving an apology from the perpetrator, verbally and/or in writing
- receiving on-going support and reassurance
- having their parents involved in meetings at school

### **Pupils who have bullied will be helped by, for example:**

- discussing what happened with a member of staff
- exploring reasons why they became involved
- establishing the wrong doing and the need to change their behaviour
- receiving a warning to stop bullying
- having their parent/carer informed of their behaviour so that we can all work together at eradicating this type of behaviour
- being given the opportunity to apologise verbally and/or writing to the victim
- receiving an appropriate consequence

### **Consequences that may be used, at the discretion of the school, include:**

- Removal from the playground
- Being kept inside at playtime and/or lunchtime (with a separate 5-minute fresh air break)
- Removal from the dinner hall, to eat lunch separately
- Removal from class, working elsewhere in the school (internal exclusion)
- Fixed-term exclusion
- Permanent exclusion

### **3. Is this working?**

The policy will be promoted and implemented throughout the school, with all children and adults fully aware of its contents. The policy's implementation and effectiveness will be evaluated and reviewed annually, with the involvement of Pupil Voice group.