



Leighfield
Primary School

Learning for Life

Leighfield Primary School

Anti-Bullying Policy

Adapted by the Advisory Board on

Anti- Bullying Policy

This policy has been formulated with reference to “Preventing and Tackling Bullying” DfE July 2017.

Our vision at Leighfield is for pupils to:

- Feel supported and cared for to develop their emotional and social wellbeing.
- Be proud of Leighfield, enjoy coming to school and have a love of learning.
- Have high aspirations where they are exposed to a range of opportunities and experiences that inspire them to be the best that they can be.
- Be stimulating and engaged from high quality teaching where they can thrive.

Our school values and learning characteristics are:

Resilience	Pride	Respect
Independence	Love of Learning	Tolerance
Concentration	Enthusiasm	Teamwork
Courage	Optimism	Kindness

To enable pupils to achieve this we:

- Promote respect and tolerance for each other and the school
- Help pupils towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences.

Aims of Policy

The aim of our anti-bullying policy is to:

- Clarify for students and staff what bullying is and that it is always unacceptable.
- Explain to staff, students and school community why bullying and harassment occur and their impact on individuals and the school as a whole.
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

School also intends:

- To involve the Students' council in any planning, discussion and dissemination of any work related to anti-bullying.

- To have in place an anti-bullying support system, that all staff and students understand and to apply the system consistently.

Preventing Bullying:

Leighfield's response to bullying does not start at the point at which a child has been bullied. An ethos of good behaviour where pupils treat one another and the school staff with respect are done through:

- Having a clear and understood behaviour policy within school that ensures everyone follows the school rules and there are consequences for unacceptable behaviour.
- PSHE
- Focus during anti-bullying week
- Talking to children about issues of difference regularly
- Spotting each other being kind
- Assemblies focusing on values and learning characteristics
- Partnership with ASHA foundation in India
- Staff leading by example
- School council

Dealing with Bullying:

The school uses the **STOP** acronym in regards to friendship and bullying, meaning **Several Times On Purpose and Start Telling Other People**. All children are taught about how to be friends and what to do if they are bullied through Personal Development Lessons. Children are encouraged to talk about issues with teachers and their parents. Any incidents of bullying are recorded in school.

Children must be aware that it is the responsibility of everyone to report acts of bullying as soon as they arise. They need to be aware that this is not 'telling tales'. To be seen to act is as important as taking action. Silence and secrecy nurture bullying.

Pupils know how to report instances of bullying through the following approaches:

- Notifying any member of staff in school
- Using talk boxes in the school hall
- Approaching a peer such as a school council representative or House Captain.
- Informing parents or other adults.

Whenever a bullying incident is discovered, school will go through a number of steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

1. The school community needs to be aware that when a bullying incident has come to the attention of adults in the school it has been taken serious and action has resulted.
2. School expects to support all involved by:
 - Talking through the incident with the person and person bullied.
 - Help the bully and victim to express their feelings
 - Talk about which rule(s) have been broken
 - Discussing strategies to make amends
 - Monitoring the situation following the reported bullying incident.
3. Sanctions may include:
 - Time away from an activity within the classroom
 - Time out from the classroom

- Missing break of another activity
 - Phone call home from the Head of School expressing concerns, where the pattern of behaviour continues.
 - Meeting with staff, parent and child.
 - Pastoral support plan
 - Internal exclusion
 - Fixed-term exclusion
 - Permanent exclusion
4. Parents (of both the bully and the person being bullied) are informed of what has happened, and how it has been dealt with.

Bullying Outside School Premises

School staff members have the power to discipline pupils for misbehaving outside the school premises... but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.

Where bullying is reported to staff it should be investigated and acted on in the same way as any other bullying, in accordance with this policy.

Cyberbullying

Although bullying using electronic devices is most likely to occur out of school hours, if it occurs it has a great impact on a child both in and out of school and is likely to affect both their behaviour and learning.

Incidents of Cyberbullying will be dealt with in the same way as any other bullying, in accordance with this policy.

If you come across bullying what can you do?

- Remain calm. You are in charge. Reacting emotionally may add to the bully's satisfaction and give the bully control of the situation;
- Ensure the victim is safe;
- Take the incident seriously;
- Take action as quickly as possible;
- Reassure the victim, don't make them feel inadequate or foolish;
- Offer concrete help, advice and support to the victim(s);

Involving Others:

- Refer to the Headteacher or deputy who will, if necessary, inform both sets of parents of the incident and reassure them that the incident will be dealt with appropriately.
- Other staff will be informed by the Headteacher or deputy on a need to know basis.

Further Actions:

- It is important that a victim feels safe and secure at school. A mentor or contact must be allocated to support the victim in the period after the incident, until the victim and their mentor feel that the situation is resolved.
- Encourage the bully to see the victim's point of view.
- Punish the bully where necessary. This will be done sensitively. Reacting aggressively or punitively gives the message that it is right to bully if you have the power.

- Explain clearly the punishment and why it is being given.

Monitoring and Evaluation of this Policy

The Headteacher and deputy Headteacher will be responsible for monitoring the effectiveness of the policy on an on-going basis, based on the number of incidents arising and their severity.

Bullying incidents will be recorded in a central record. The number of incidents, but not names or details, will be reported to governors in the Headteacher's report.

Related Policies

Safeguarding, Child Protection, Complaints, Policy on the Use of force to Restrain Pupils, Behaviour policy

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