



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 in Team Building Week, at the start of each term, to devise strategies that encourage and reward good behaviour choices. They decide class rewards and sanctions, including consequence ladders. 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 urged to tell an adult immediately.

We encourage a partnership approach with parents/carers and involve them in discussions about their children's behaviour. We may also involve other agencies in supporting children's behaviour, examples include the WSCC Behaviour Support Team, Educational Psychologist, Family Link Worker and our School Liaison Police Officer.

Pupils have their own copy of Leechpool Primary School's 'Together We Can Stamp Out Bullying'. This is reviewed through the School Council.



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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. The exact action will depend upon the nature and severity of the bullying incident.

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, who 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.
- All children involved in the incident and witnesses will be interviewed, with statements recorded
- The Headteacher or Assistant Headteacher (or Senco/Inclusion Manager or Phase Leader, in their absence) 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
- Sanctions 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, as necessary

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 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 an official 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 in writing to the victim
- receiving an appropriate sanction

Sanctions 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
- * See Leechpool leaflet: 'How do we support children with additional behaviour needs in school?'



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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 School Council.

See attached Appendix – 'Say No to Bullying' leaflet