Anti-Bullying Policy

Approved by:	**Full Governing Body**
Date:	**October 2024**
Next review due by:	**October 2027**

St. Leonard's is a Church of England School. All policies implemented across the school support the creation of a learning culture which celebrates our Christian vision of preparing children for "Life in all its fullness" and our core values of Love, Respect and Responsibility. We are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and we are determined to reduce incidents to a minimum. If bullying does occur, all pupils should be able to tell an adult and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. St Leonard's agreed definition of the term 'Bullying' is:

Bullying is an unacceptable behaviour, which results in someone feeling unhappy. This can be physical and/or emotional and includes hitting, teasing, intimidation, ostracising, damaging a person's property, as well as cyber, racial, sexual and disability harassment, including use of homophobic, biphobic and transphobic language. Bullying is an intentional, deliberate and repetitive use of power.

Hence a bully is someone who

- Hurts someone or their feelings on purpose
- Excludes or isolates another individual
- May damage or ruin personal property
- May force someone to do something against their will

Prevention of Bullying

We prevent bullying by making children aware of how to recognise bullying and how to STOP it.

Bullying is:

Several	So we	**S**tart
Times		**T**elling
On		**O**ther
Purpose		**P**eople

Wherever possible and when appropriate, we will develop pupils' awareness of issues relating to bullying through the curriculum, especially circle time, PSHE and drama. Assemblies will be used to reinforce the fact that bullying will not be tolerated and Anti-Bullying Ambassadors will support children in understanding bullying.

Complaints of bullying will be treated seriously and no complaint of bullying will be regarded as 'telling tales'. All members of the school community will be informed what to do and who to go to should they observe incidents of bullying or have it reported to them. Adults can be bullies and so the school community will endeavour to be good role models for pupils

Investigation and management of incidents

All pupils have the right to feel safe and secure. They need to feel free from any threat of bullying and to know where to go and to whom to speak if bullying occurs.

In society there will be one-off incidents of unpleasant behaviour such as name calling, teasing, aggressiveness, etc. These will always be dealt with firmly and appropriately by the adult in charge, and the perpetrator will be encouraged to understand the consequences of his/ her actions. The class teacher will discuss the appropriateness of the behaviour with the child and record the incident. Punishments and /or sanctions may be applied if the warnings are not heeded .These incidences on their own, do not necessarily constitute bullying, and will be managed through the school's Behaviour Management Policy.

However, in the rare cases where such behaviour persists and is deliberate and hurtful, then this will be promptly brought to the attention of the Head Teacher and dealt with appropriately. Parents of both the bully and the victim will usually be informed at this stage, and in most cases, asked to come into school to discuss the child's behaviour, and the action to be taken. Written records will be kept on CPOMS to monitor a child's improvement in behaviour in school and, in extreme cases, the right to suspend or exclude a child from school may be upheld in order to safeguard others. Children with SEND can be more vulnerable to bullying and staff should be aware of potential issues, especially if the child has communication barriers. Guidelines for parents are available. This policy will be reviewed and monitored on a three year basis.

ST LEONARD'S C E PRIMARY SCHOOL
BULLYING INCIDENT RECORD

Name of pupil being bullied: Date Name/s of those bullying: Time Name/s of witnesses:	
Nature of incident	Was it Harmful? Deliberate? The first time? Is it several times on purpose?
Location:	
Action taken: (please pass copy to headteacher)	
Member of staff dealing with the incident:	

STOP BULLYING!

Several

Times

On

Purpose

Start

Telling

Other

People

Anti-Bullying Guidelines for Parents

Bullying is an unacceptable behaviour, which results in someone feeling unhappy. This can be physical and/or emotional and includes hitting, teasing, intimidation, ostracising, damaging a person's property, as well as cyber, racial, sexual and disability harassment, including use of homophobic, biphobic and transphobic language. Bullying is an intentional, deliberate and repetitive use of

We share this definition of bullying with children as **Several Times On Purpose** and we encourage them to **Start Telling Other People.** In this way, together, we can **STOP bullying.**

If parents are concerned about bullying in any way:
1. Contact the school and talk to a member of staff, preferably the class teacher in the first instance
2. Encourage your child to talk about it but be patient
3. Stay calm and show that you are supportive
4. Try not to dwell on the sensitive issues
5. Reassure them and explain that it is a problem that can be solved
6. Discuss the kind of things that your child would like to happen now

What the school may do:

Each case will be treated individually depending upon the child's age and the frequency and seriousness of incidents. Therefore it cannot be specifically stated what action will take place. Some or all of these actions may happen:
1. Incident(s) will be recorded on CPOMS
2. The child will be monitored in class and/or at playtime
3. Teachers/ teaching assistants and lunchtime supervisors will be informed
4. The "victim" and" bully" will be spoken to separately
5. The "bully's" parents will be informed
6. A written record will be kept of all meetings and follow-up actions

WHY DO SOME PEOPLE BULLY?

People become bullies for many different reasons:
• They may have family problems or are being bullied themselves
• They have no friends and feel lonely
• They feel bad about themselves and they want to make others feel bad too
• They are taking out their own frustrations on others
• They feel insecure and unimportant – bullying gives them power

• They want to look ‘big’ in front of others
• They have been bullied into joining a bully gang and have gone along with things just to keep on the bully’s good side
• They don’t understand how bad victims feel

Whatever the cause, bullying is usually a signal that the bully needs some help.

Bullies need victims. The bully will always be able to find something about a person to focus on: wearing glasses, having ‘big ears’, being in a wheelchair, being good at exams, too small and shy, too fat , too thin, too attractive, too intelligent, too creative, or being the ‘wrong’ colour or wearing the ‘wrong’ clothes. Bullies use ‘differences’ as an excuse for their bad behaviour. But it is not the ‘difference’ in the victim which causes the problem - it’s the bully who has the problem and they need help and support.