



St Leonard's CE (A) First School

ANTI-BULLYING POLICY

Responsibility of:

Governing Board

Developed in consultation with:

Teaching staff

School council

Parents and carers

The Governing board

Adopted by the Governing Board:

Jan 2022

Date for review: Jan 2023

Date of last policy reviewed	Changes made
April 2019	Change of dates. Transition work with Middle school anti-bullying ambassadors added.
May 2020	Change of date only.
Jan 2022	Anti-bullying ambassadors changed to kindness ambassadors. Addition of recording on Myconcern online portal. Section on cyber-bullying added

St. Leonard's CE (A) First School



Anti-bullying - Jan 2022

Purpose/ Rationale

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Anti- bullying strategies are shared with our local Middle school and anti-bullying ambassadors trained by pupils from those schools.
- Bullying will not be tolerated.

How this policy will enhance pupil's learning?

This policy will ensure the safety and welfare of every child, to ensure that no child is bullied at St Leonard's First school and any incidence of bullying will be dealt with immediately.

Signs and Symptoms

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A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

School staff are also aware of signs of **cyber-bullying** to look out for in pupils;

- appears nervous when receiving emails
- Seems uneasy about going to school or pretends to be ill
- Unwilling to share information about online activity
- Unexplained anger or depression, especially after going online
- Abruptly shutting off or walking away from the computer mid-use
- Withdrawing from friends and family in real life
- Unexplained weight loss or gain
- Trouble sleeping at night
- Suicidal thoughts or attempts

Our online safety and safeguarding policies aim to protect our pupils from cyber bullying, to educate them about it and to support families to protect their children.

Our School Practice

Our school council view on bullying

1. Anyone spotting a child being bullied should tell a teacher or a kindness ambassador who will tell a teacher.
2. We should play games which help everyone to get on together.
3. Kindness ambassadors should act as playground buddies to help promote a happy harmonious playground for everyone.
4. The playground buddies will have the power to give out house points to someone who is being kind to others.

Procedures

1. Report bullying incidents to staff
2. In every case of bullying, the incidents will be recorded by staff on our Myconcern online portal.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Reconciliation process

1. The Headteacher and class teacher will discuss the situation with both sides (either individually or together - depending on what is appropriate).
2. A set of actions will be decided upon together to help improve things.
3. The situation will be monitored daily for the first week and then once a week beyond that through discussion with the children and the school community.
4. Parents will be kept informed of progress towards reconciliation.
5. Records will be kept of all the above.

Prevention

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Our school values, our PSHE curriculum, circle and nurture time, RE curriculum and Worship at St Leonards make maximum opportunity for discussion surrounding treating others as we would like to be treated.

Annually, the school engages in anti-bullying week with a strong emphasis on raising the profile within the school community.

We will use the methods below for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters

- **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE)

0808 800 5793

Children's Legal Centre

0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

0845 1 205 204

Parentline Plus

0808 800 2222

Youth Access

020 8772 9900

Bullying Online

www.bullying.co.uk

Monitoring arrangements

This policy will be reviewed annually taking into account any incidences of bullying that have arisen that year and learning from how they were dealt with.

The form attached is used for these purposes.



St Leonard's CE (A) First School - Incidents of Bullying Register

Incident of bullying Date	Persons involved	Description of incident	Action taken and learning for policy update

**St. Leonard's CE (A)
First school**

Jan

BULLYING
A CHARTER FOR ACTION
'Be a buddy not a bully'.



We are working with staff, Governors, pupils and parents to create a school community where bullying is not tolerated

Our school community

- Commits to the Education of the whole child
- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to identify and tackle bullying appropriately
- Engages ALL pupils in helping to prevent bullying.
- Ensures that pupils are aware that all bullying concerns are dealt with sensitively and effectively.
- Reports back quickly to parents and carers regarding their concerns on bullying.
- Seeks to learn from anti-bullying practice elsewhere.