St Levan Primary School



where all children SHINE…for life

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| **Anti-Bullying Policy** | |
| School | St Levan Primary School |
| Date Written | September 2019 |
| Reviewed on |  |
| Next Review Due | September 2021 |
| I confirm that this policy has been reviewed and adopted by the Governing Body of  St Levan Primary School.  Chair of Governors: Sharon Brolly Date: 7th October 2019 | |



**Anti-Bullying Policy**

**St Levan Primary School**

**where all children SHINE-for life**

**Monitoring and review**

The Headteacher is responsible for monitoring the implementation of this policy and for seeking the views of staff, children and parents. The Headteacher will report to the governing body on the effectiveness of this policy.

This policy was approved by the full governing body in October 2019. It is due for review by September 2021.

#### Rationale

## St Levan Primary School provides a happy, safe and secure learning environment for its children and staff. It is the aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. To maintain this environment we expect a climate of mutual respect. Children are supported to develop their own self-discipline.

**Prevention**

We believe that a positive relationship with each child’s home is essential and we know that good communication is the key to this relationship. Parents and the school need to support each other in celebrating good behaviour or in finding ways forward in supporting children to develop self-discipline and mutual respect.

At St Levan School we emphasise the positive by promoting good work and behaviour since this makes effective learning and teaching possible. Thoughtless, negative or bullying behaviour can disrupt this process and will be dealt with fairly and consistently in applying the approach outlined in this policy. The school will be proactive in tackling poor or inappropriate behaviour and will, through the curriculum, help the children to learn the necessary social skills to participate fully in our school and society. We do not tolerate bullying in any form.

#### Aims and Objectives

* To help each child to develop self-discipline and to behave as a responsible and thoughtful person in a safe and secure environment.
* To help each child to develop courtesy, consideration, respect for and tolerance of all races, religions, disabilities, cultures and lifestyles.
* To help each child to behave with honesty, trust and fairness to become positive, responsible and independent members of the school community.
* To help ensure the safety (including E-safety) and well-being of all pupils.
* To foster and develop an attitude of pride in themselves and their school through an understanding of expected and acceptable standards of behaviour and how these are achieved.
* To ensure that standards are consistently modelled and fairly applied throughout the school, taking into consideration the age and maturity of the individuals.
* To help the children to understand their rights and responsibilities as members of the school community.
* To help the children to know where support can be found if necessary.

**Promoting Positive Behaviour**

**Our Golden Rules:**

* We are gentle.
* We are kind and helpful.
* We listen.
* We are honest.
* We work hard.
* We look after our environment.

These rules will be clearly displayed in each classroom and on the school’s website. Classroom rules are agreed within each class at the beginning of the academic year. Positive behaviour is promoted through all aspects of the curriculum. Specific teaching takes place in assemblies, RE, PSHE, circle-time and through the social skills learned at lunch and playtimes. All staff (including teaching assistants) must accept responsibility for maintaining and modelling good behaviour throughout the school and whilst on school visits and residentials.

#### Rewards

#### Good behaviour and work will be recognised, encouraged and rewarded by the use of oral or written praise and the presentation of certificates in the school assembly each week to ‘Stars of the Week’.

#### In EYFS/KS1 the pupil identified as ‘Star of the Week’ gets to take the special bear home and complete a weekend diary of their adventures.

* In addition, recognition of good behaviour and work will come through positive reinforcement from other members of staff, including a Headteacher’s Award.
* During lunchtimes, good manners and behaviour will be recognised through ‘Lunchtime Awards’ and ‘top-table’ privileges.

#### Intervention

#### In dealing with incidents of inappropriate behaviour we strive to:

#### Help children to understand the choices they have in regards to their behaviour.

#### Give ourselves and children the time to be calm and in control before we deal with a situation.

#### Help children to understand the consequences of their choices of behaviour.

Misbehaviour will be dealt with in a fair and consistent way, though due regard will be given to the age, maturity and specific circumstances of the individuals involved:

* Children must never be intentionally insulted or humiliated. (See Relationships Policy)
* Children who show consistently poor behaviour may be given a Home/School Bookcontaining targets to help the child to improve their behaviour. These targets will be arrived at following a consultation with the child, the parent/carer and the class teacher. They will be monitored over an agreed period and adjusted as necessary. The aim of the Home/School Book is to help the child to address the pattern of poor behaviour by the school and home working in partnership to set targets, establish appropriate strategies, monitor progress and to reinforce desirable outcomes.
* In certain cases the SENDCo, class teacher and parent/carer of the child will work together to produce an Individual Behaviour Plan or an Individual Safety Plan. The expertise of outside agencies may be drawn upon such circumstances.
* If children are harming themselves or others; staff who have been trained with ‘Team Teach Accreditation’ will intervene as a last resort. Positive handling techniques may be used in accordance with the accredited course and as laid out by our school policy (Positive Handling Policy).
* If the child’s behaviour continues to be unacceptable then there will be an exclusion warning, and in the last resort, a fixed-term or permanent exclusion may result.

**Bullying**

At St Levan, bullying is a rare occurrence and our children tell us that bullying does not happen because everyone looks after each other. However, we remain pro-active in promoting our Golden Rule: ‘We are gentle’. Due to our small setting we can intervene immediately if any child is upset and we teach our children about bullying to ensure they are equipped to deal with situations in and out of school, now and in the future. Bullying behaviour will not be tolerated and will be dealt with promptly and firmly.

**What is Bullying?**

Bullying behaviour involves the PHYSICAL, SOCIAL or EMOTIONAL harassment/harm of others. It is exhibited as repeated behaviour representing an attempt to deliberately humiliate, intimidate or cause hurt to another person/s. This includes attitudes and actions directed against a person by virtue of their disability, colour, culture and/or ethnicity. Our intention is to promote honesty and trust, so that all of our children feel able to speak to adults. All staff are alert to the possibility of any such problems. This may include the use of the internet or a mobile phone (cyber bullying). Further examples include – physical intimidation; threats; verbal abuse; intimidating texts or emails; social isolation or exclusion of others (indirect bullying).

**Why does bullying happen?**

Research has shown that bullying occurs for a variety of reasons, often associated with very strong emotions. These can include hatred, envy, jealousy, revenge and frustration. Very often the “aggressors” do not understand the consequences of their actions, or the feelings their actions create. People sometimes “bully” others because they do not know it is wrong, or because they are copying the behaviour of other people they admire, or because they have not learned other, better ways of mixing with other people, or because other people encourage them to bully, or because they are going through a difficult time themselves and they are acting out aggressive feelings.

Where bullying becomes an issue we aim to apply the following principles:

* Bullying is everyone’s concern and all staff will be encouraged to immediately investigate allegations and to be alert to potential episodes. Children will be listened to and the nature of their troubles explored and acted upon.
* Staff will do their best to help those who have been subjected to bullying.
* Those who display bullying behaviour will be helped to recognise why their actions are deemed unacceptable, to face up to the hurt these actions cause to others, and understand how they can modify their behaviour to prevent future incidents.
* Each case of bullying will be dealt with fairly and evenly with those involved given the opportunity to explain their actions and make amends for them. We recognise that those who engage in bullying may need help as well as sanctions.
* Behaviour management plans/contracts may be drawn up through consultation with the child, class teacher and the child’s parent/carer, so that potential trigger factors can be identified and early intervention strategies prepared and implemented.
* In certain cases an Individual Safety Plan may be appropriate. (See Positive Handling Policy)
* Mobile phones are not allowed in school and children will be taught about mobile phone bullying in PSHE. Children are also taught E- safety and this is part of PSHE and Computing.
* Racial and sexual harassment are totally unacceptable and any such instances are acted upon by the pupil’s teacher and Headteacher. A written record is kept and parents are informed.

**Roles and Responsibilities**

Bullying of any kind is an extremely serious problem and, to be dealt with effectively, requires the commitment, support and trust of all those involved to work together to investigate and find possible solutions.

School staff:

* Are vigilant.
* Deal with allegations of bullying as a priority.
* Strive to respond to allegations of bullying immediately.
* Speak to people involved in the incident separately to ascertain details, then if appropriate, speak to all parties together.
* Discuss with all those involved the feelings and implications of bullying, and try to get all parties to understand why bullying is unacceptable.
* Help children to deal with issues related to bullying through discussion, Circle Time, games, role play, stories, through the taught curriculum and assemblies.
* Support and show that we care about all children, including those who have been involved in behaviour associated with bullying.
* Inform other adults in the school about incidents involving bullying types of behaviour.
* Praise victims of bullying for speaking about the situation and reassure them that the matter will be dealt with sensitively and seriously.
* Discuss ways of solving the problems or differences and issues related to the bullying to strive to prevent any re-occurrence of the situation.
* Monitor the situation, and where appropriate, keep relevant parties informed of developments either verbally or by letter.
* Serious incidents are shared with Governors through the termly Headteacher’s Report.

Parents and Carers:

If parents and carers think their child is or has been bullied they should:

* Calmly talk with their child about their experiences.
* Make a note of what the child says (what happened, who was involved, where it happened, how often it happened, who else was there etc).
* Reassure their child that they have done nothing wrong and praise them for talking about the experiences they have had.
* Explain to the child that they should speak to an adult at school immediately if any more incidents occur.
* Make an appointment to speak with someone at school to discuss the situation and to work out how we can all best support the child.

If parents and carers become aware that their child is bullying another child they should:

* Calmly talk to their child and explain that what they are doing is unacceptable and makes other people extremely unhappy.
* Make an appointment to see someone at school to discuss the situation, to explain any problems the child may be experiencing which are causing the behaviour, and to strive to work out how the child can be best supported so that together we can resolve the situation and prevent the bullying behaviour recurring.
* Explain and show the child appropriate ways of playing and mixing with other children without displaying the types of behaviour classified as bullying.
* Regularly check with the child and school to discuss how things are going.
* Give the child lots of praise and encouragement when they are cooperative and kind to other people.
* Discuss the situation with other family members to ensure that everyone is aware of the situation and the impact of using aggression or force or other abuses of power to get what they want.

When talking with people from school about bullying type behaviour, we ask parents and carers to:

* Try and stay calm.
* Bear in mind that the staff may have no idea that the child is being bullied or may have heard conflicting accounts of the situation.
* Be as specific as possible about what the child has said has happened, giving dates, places, times and names of other people involved.
* Be assured that the staff at St Levan Primary School take such incidents extremely seriously and will work hard to resolve the issues.

If you are concerned about your child being involved in bullying type situations, either as the victim or aggressor, please speak to the Headteacher about a range of publications, websites and organisations who can support with this very difficult issue.

**Sanctions**

**First Incidence:**

* A record of the incident will be kept by the class teacher
* The parent/carer of the child will be informed of the incident
* The child will be talked through the school’s anti-bullying policy and school rules

**Second Incidence:**

* The child’s behaviour record will be updated
* The child could be removed from his/her peers for up to one day (e.g., transfer to another class; detention; separation)
* The parent/carer of the child will be invited to attend a meeting with the appropriate member/s of staff
* The child will be required to report to the Headteacher daily for an agreed period of

time

* A home/school book may be considered with agreed targets to help modify the child’s behaviour

**Third Incidence (and/or failure to make progress with the home/school link book targets):**

* + The child’s behaviour record will be updated
  + The child will be given a fixed-term exclusion warning
  + The support of outside agencies will be sought and strategies implemented following agreement with the child’s parent/carer (e.g. counselling)

**Fourth Incidence:**

* + The child will be given a fixed-term exclusion
  + A meeting between the child’s parent/carer and the appropriate school representatives will be arranged before re-integration to agree strategies and procedures

**Note – depending upon the circumstances, exclusion may take place on the first occurrence at the discretion of the Headteacher and Chair of Governors**

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