



Gaddesby Primary School

Ashby Road, Gaddesby, Leicester, LE7 4WF | Tel/Fax: 01664 840253 | E-mail: office@gaddesby.leics.sch.uk

Headteacher: Mr L Fox | E-mail: lfox@gaddesby.leics.sch.uk

Policy Name: Anti Bullying Policy

Written by: Leigh Fox - Headteacher

Date: 3.2.2020 Reviewed: February 2022

Next review: February 2024

Governor Approved

Name:

Signed:

Date:

At Gaddesby Primary School we seek to promote a healthy learning and social environment.

Our Behaviour and Equal Opportunities policies reflect a clear consensus on how everyone in the school community - pupils and adults alike should behave towards one another. Clear strategies aimed at actively promoting such behaviour are constantly reinforced by all staff. (Appendix 1)

At Gaddesby Primary School we encourage:

- * respect between individuals
- * understanding of individual differences
- * awareness and empathy for the feelings of others
- * negotiation skills to resolve disputes
- * praise and raising of self-esteem.

As a result of these strategies bullying is kept to a minimum and any incidents are swiftly resolved as soon as staff are aware of them. Parents of both the victim and the bully are informed and they will be required to work with us to prevent any reoccurrences.

All behaviour incidents are logged (using the Arbor platform). All incidences of bullying are reported to the Governors through the Head teacher's termly report.

If Bullying Occurs the following steps are taken to resolve the situation.

1. Teacher talks to the child concerned
2. Incidents are logged using Arbor and parents will be contacted.
3. If the problem continues, the school will invite the parents of the children in to school. Parents will meet with the child's class teacher and Head Teacher.
4. We will then put an action Plan put into place which will include strict playtime boundaries and reduced choices.
5. Parents will be asked to meet weekly to review the Action Plan.
6. Children will also receive extra support to re-educate.
7. The action plan will continue to be reviewed.

Appendix 1 - An Overview.

This policy supports the Behaviour Policy but gives more specific guidance on how to deal with bullying. Gaddesby Primary School uses DfE guidance to support all aspects of behaviour and discipline. The school recognises that definitions and perceptions of bullying can vary widely, but also that bullying can have an intensely destructive impact on individuals.

Bullying can be difficult to identify, interpret and resolve. It can take many forms, physical, verbal and non-verbal communication. It can involve harassment, intimidation, property abuse, gossip or false allegation. It can be short term or long term. It can sometimes be easily exposed or often subtly hidden.

It is the responsibility of the whole school community to actively promote the school ethos and stop bullying. It is the Headteacher's responsibility to enforce this policy. It is the Governing Body's responsibility to support the Headteacher and this policy.

Children, parents and all staff are encouraged to report any suspected or alleged bullying. In the first instance, this will usually be to the relevant class teacher. Should this not result in effective action it should then be brought directly to the attention of the Headteacher. All staff are expected to report serious concerns to the head teacher and class teachers seek support and advice on tackling bullying issues.

Parents

Parents are expected to inform the school of any concerns and give the school time to resolve these issues. This may be done through a face to face meeting or in writing. However, it is widely noted that parents taking matters into their own hands before an incident has been investigated may cause further harm. The school will act swiftly to gain the necessary information and use the Behaviour Policy and the Anti-Bullying Policy to draw matters to a swift conclusion. Parents will be informed throughout this process.

Statutory responsibilities.

Schools, academies and colleges have statutory responsibilities with regard to bullying. The Education Act 2002 gave schools a duty to "safeguard and promote the welfare" of pupils and this covers more than the contribution made to child protection and includes bullying.

The Education and Inspections Act 2006 gave Headteachers the responsibility for "*preventing all forms of bullying*". It also empowered Headteachers to regulate the behaviour of pupils when they are off the school site and for members of staff to impose disciplinary penalties for inappropriate offsite behaviour.

DfE "Preventing and Tackling Bullying –Advice for School Leaders, Staff and Governing Bodies " defines bullying as "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally".