

The Llewellyn School and Nursery

NEW ANTI BULLYING POLICY

HEAD TEACHER: SARA LLEWELLYN

DATE AGREED: 3RD JULY 2018

DATE OF NEXT REVIEW: 10TH SEPTEMBER 2019

At the Llewellyn School and Nursery, we are committed to providing a caring, friendly and safe environment for all of our pupils and staff to enable them to learn and work in a relaxed and secure atmosphere.

We promote an understanding across the school community that bullying is unacceptable and action will be taken against it. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Any racist incidents must also be reported. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. We recognise that children must be able to express their worries or concerns knowing that these will be taken seriously and that the appropriate support will be given. Pupils will be given the resources necessary in order to facilitate this communication.

We realise that in any school community there will be disagreements between pupils which may result in verbal or physical aggression. Such incidents will be addressed initially through the provisions of the school's Behaviour Policy and will be avoided, wherever possible, through recognition and understanding of individual Behaviour Plans.

Definition

Bullying is "Behaviour by an individual or a group, usually repeated over a period of time that intentionally hurts another individual either physically or emotionally".

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures. • **Sexual** unwanted physical contact or sexually abusive comments.
- **Homophobic** because of or focusing on the issue of sexuality.
- **Verbal** Name-calling, sarcasm, spreading rumours, teasing.
- **Cyber** All areas of internet, such as e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

We recognise that bullying is often covert and can be sustained over a period of time, but all incidents will be dealt with individually and with due regard to the particular set of circumstances and individuals involved.

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, 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.
- Bullying will not be tolerated.

Signs and Symptoms

Pupils who are being bullied may show changes in behaviour such as:

- Becoming shy and nervous
- Feigning illness
- Taking unusual absences
- Clinging to adults
- Changes in work patterns or lacking concentration.
- Anxious about going on the school bus.
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings.
- Is frightened to share what is wrong.
- Is nervous and 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.

Prevention

We always promote the highest expectations of behaviour, self-respect and respect for others, between children, staff and children, staff and staff

At Llewellyn School and Nursery, we accept that pupils may not always be able to verbalise an issue and staff must be vigilant to the signs and symptoms

Pupils are always encouraged to speak to someone about their worries, and advised that they should tell someone at home, their teacher, another adult in the school, a friend or older pupil.

A report of bullying will be listened to, discussed and a way forward agreed.

Sanctions

Sanctions should be used where bullying is proven.

We will operate the sanctions by:

1. Making it clear that we disapprove of bullying.
2. Explaining clearly the punishment and why it is being given.
3. In many incidents:
 - a reprimand may be sufficient
 - parents will be informed
 - free time or privileges may be withdrawn
 - loss of free time over a longer period
 - involvement of outside agency support
4. In very serious cases, a pupil may be excluded.

This will involve the parents and Governors.

Liaison with parents and carers

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.

- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

Monitoring & review, policy into practice

We will review this Policy at least once every year as well as if incidents occur that suggest the need for review.

The school uses the guidance by the D of E and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- Sara Llewellyn to take a lead role in monitoring and reviewing this policy.
- Governors, Senior management team, Teaching and Support staff to be aware of this policy and implement it accordingly.
- Pupils to abide by the policy.

The policy was adopted by: The Llewellyn School and Nursery	Date: 3 rd July 2018
Reviewed on: 10 th September July 2019	Signed: S J Llewellyn
Next review date: 9 th September 2020	