



St Leonard's C of E (A) Primary School

Anti-Bullying Policy

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Governor: Full Governors

Definition

Bullying is the wilful conscious desire to hurt or threaten or frighten someone else. To do this the bully has to have some power over the victim, a power not always recognisable to the teacher. It can be an unresolved single frightening incident, which casts a shadow over a child's life, or a series of such incidents. Within the context of our own school, bullying has been identified as these activities:

- Calling children names in persistent way.
- Pestering or ridiculing other children
- Aggressive behaviour towards other children
- Threatening behaviour causing fear and anxiety
- Deliberate action which can cause mental/physical stress
- Stealing - hiding other people's possessions
- The desire to hurt/frighten
- Deliberately isolating another child

Bullying can be jealousy, a child wanting to get his/her own way in an aggressive manner.

Bullying is **not**

- a falling out of children who are usually friends
- a one-off exchange of words
- an occasion when someone doesn't want to play
- an argument during a game, about the game or an action connected to it.

At St Leonard's, staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Our Vision- *'Life in all its fullness' John 10:10*

Our vision is to be an outstanding church school, guided by God, where learning is irresistible, achievement is high and our pupils leave us as successful independent learners, happy, confident individuals and caring, responsible citizens, excited by challenge, change and possibility.

Our Core Christian Values

Community 'Live in harmony with one another' [Romans 12.16](#)

Hope 'May God of Hope fill you with joy and peace' [Romans 15.13](#)

Dignity 'Let the children come to me...for the kingdom of heavens belongs to such as these' [Matthew 19.14](#)

Wisdom 'Blessed are those who find wisdom' [Proverbs 3.13](#)

Perseverance 'I can do all thing through Him who strengthens me' [Philippians 4.13](#)

Forgiveness 'Just as the Lord has forgiven you, so you must also forgive others' [Colossians 3.13](#)

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

Strategy for Dealing with Bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on caring, listening approach as bullies are often victims too – that is why they bully.

- Discussions at length with the victim. This will require patience and understanding. Remember – listen, believe, act.
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Headteacher.
- Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at St Leonard's.
- If they own up then follow the procedure outlined below and in the Behaviour policy.
- If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts.
- Separate discussions with parents of bully and victim.
- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)
- A contract/agreement signed by all involved that commits to respect and tolerance.

- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition
- Using the 'Buddy system' to ensure there are fewer opportunities to bully.
- Discussions with parents of bully and victim
- As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

All staff who work in school carry out the following strategies to promote good behaviour and prevent bullying:-

- The children should feel relaxed and confident enough to talk to the teachers about bullying - their fears, problems, and know that the teacher will deal with the problem in a tactful way.
- The school rules are visible around school and emphasise our caring ethos.
- Acceptable and unacceptable behaviour in school and in the wider community are regularly discussed in class and during whole school assemblies.
- Stories and Circle Time play an important role in discussing feelings and helping children to understand the feelings of others.
- Use of PSHE to promote discussion and understanding. 'Say No to Bullying'.

- All staff, children and parents understand our high expectations of behaviour.

Where parents have become involved, the school will keep them informed of how the matter is being dealt with and any action taken.

For more serious incidents of bullying (in which parents may become or will have been involved), the school will keep a written record of how the matter is being dealt with.

The job of dealing with bullies and bullying falls upon all members of the school - teachers, pupils, parents and ancillary staff. Working together with a consistent policy should reduce bullying to a minimum at St Leonard's.