



## LEASOWES EXTRA Anti-Bullying Policy



<b>Date approved: January 2023</b>	<b>Written by: J.Caven Business Manager</b>
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### 1. Introduction

At Leasowes Extra, there is no justification for bullying and it is not to be tolerated in any form. Bullying of any kind is considered completely unacceptable, and must not be regarded as an inevitable part of a child's experience. It is to be clearly understood by anyone working within our setting that it is wrong and will not be tolerated in the setting, or on the way to and from the setting premises.

Our ultimate aim is to provide a safe, secure and happy learning environment for all children, rooted in mutual respect and in keeping with the schools' values of

- Respect
- Courage
- Collaboration
- Aspiration
- Enjoyment
- Love

Through educating children in the school values, we aim to foster a culture that is free of fear or threat. This will enable us to support the aspirations, achievements and welfare of the entire setting community.

### 2. What is Bullying?

Leasowes Extra defines bullying as:

Bullying is deliberate, hurtful behaviour that is repeated over a period of time. Bullying is committed with the intention of making somebody feel hurt, threatened or frightened. This can take many forms:

- Physical – hit, kick or manhandle
- Verbal – teasing/ name-calling, insults relating to physical or social appearance, disability/ gender/ ethnic origin/ sexual orientation or personality
- Psychological – spreading rumours, excluding from activities/ discussions/ groups of friends
- Extortion – threats to obtain money or property
- Damage/ theft to/ of belongings
- Cyber-bullying - the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature e.g (including social media e.g. Whatsapp, Instagram and other apps)

As a setting, we work hard to ensure children understand that bullying is much more than just "falling out".

**As a setting, the values and beliefs we share that underpin this policy are:**

- All bullying is unacceptable regardless of how it is delivered or the reason used to justify it.
- Leasowes Extra recognises and understands the detrimental effect bullying can have on children, and will work actively to minimise the risks.
- Both those who are bullied and those who bully will be treated in a supportive manner, rather than be regarded as a burden to members of staff and peer groups.
- The harmful effect on a child's performance, which can be occasioned by bullying, is recognised and Leasowes Extra is committed to combatting all bullying behaviour.
- Bullying affects everyone, not just the bullies and the person being bullied. It affects those who watch it happening and less aggressive children can be drawn in by group pressure. Staff should be alert to signs of bullying and harassment and must take seriously any complaint of bullying and deal with it firmly, fairly and promptly.

### **3. Aims**

Our aims and objectives in formulating this policy are:

- To reduce and eradicate, wherever possible, instances in which children are subjected to bullying.
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure that all children, staff, parents and Trustees are aware of this policy and fulfil their obligation to it.

### **4. Actions to Combat Bullying**

Prevention is better than cure, so at Leasowes Extra we will be vigilant for signs of bullying and always take reports of incidents seriously. The school uses the curriculum, including PSHE lessons and assembly time, whenever possible to reinforce the ethos of the whole school and help children to develop strategies to combat bullying-type behaviour.

As a setting we shall seek to:

- Support children who are being bullied
- Help bullies to change their behaviour and learn from their actions
- Meet those concerned individually and find out the facts of any incident
- Use peer group pressure to actively discourage bullying
- Break up bully groups where necessary
- Involve parents at an early stage if an incident is serious or repeated
- Help children develop positive strategies and assertiveness, through a strategic programme that includes assemblies and PSHE provision in school
- Involve and discuss regularly with children agreed setting rules and behaviour
- Involve other agencies when necessary

Children are told that they must report any incidence of bullying to an adult within the setting, and that when another child tells them that they are being bullied or if they see bullying taking place, it is their responsibility to report their knowledge to a member of staff.

### **5. Procedures**

In order to monitor and deal with bullying effectively in our setting, the following procedures will be adhered to:

- All reported incidents of bullying will be investigated and taken seriously by staff members.
- While bullying is being initially investigated, incidents will firstly be dealt with directly by the setting staff. If this is not sufficient, the matter may be referred to the Business Manager.
- If the issue is still not resolved, the matter will be referred to the Chair of the Trustees. It is important to note, however, that some issues that may pose a safeguarding concern or are

more serious in nature may not follow this pattern and may be referred to Management/DSL's more quickly.

#### **6. Parental Involvement**

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her.

Parents are reminded regularly through school letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the setting, school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer.

**Parents can play a vital role by:**

- Stressing to their children the importance of social behaviour including the use of offensive language
- Reporting any misgivings they have concerning bullying.
- Actively endorsing and supporting the Anti-Bullying Policy.
- Noting that it is never appropriate to use physical violence against, or in any other way seek to bully, a bully.

#### **7. Equalities Statement**

Through appropriate treatment of all, Leasowes Extra aims to eliminate unlawful discrimination, prejudice, harassment and stereotyping and strive to maintain policies that comply with current legislation. This applies to all members of the setting and school community – children, staff, governors, Trustees, parents/carers and community members and is based on the School's core values.

#### **8. Monitoring and Evaluation**

This policy will be reviewed every two years and also following a significant incident or change in legislation. Through appropriate treatment of all, Leasowes Extra aims to eliminate unlawful discrimination, prejudice, harassment and stereotyping and strive to maintain policies that comply with current legislation. This applies to all members of the setting – children, staff, Trustees, parents/carers and community members and is based on the setting's core values. During the review of this policy the nine protected characteristics of the Public Sector Equality Duty, i.e. race, disability, religion or belief, sexual orientation, pregnancy, maternity and gender reassignment have been considered.

This policy should be read in conjunction with the Leasowes Extra Health and Wellbeing policy in order to ensure the promotion of positive mental health and wellbeing for all staff and children.