



LES ANTI-BULLYING POLICY

KEY CONTACTS

- Nominated Member of Leadership Staff Responsible for the policy: Chris Akin, Head of School
- Designated Safeguarding Lead Leanne Bramley-Moore (Primary)
Deputy Designated Safeguarding Laura Alexander (Secondary)

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2020.

LES is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form. This Policy links with our:

Vision and Mission Statements

Safeguarding Policy

Code of Conduct

Whistleblowing Policy

Teaching & Learning Policy

Class Charters

PSHE Curriculum

Behaviour Expectations

Personal Goals

Core Values

WHAT IS BULLYING



Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. We are aware that any child or adult could be the victim of bullying and it is the responsibility of the whole school community to prevent it.

PREVENTION

At LES we shall ensure our School community:

- Knows what bullying is
- Knows that bullying is not acceptable and will not be tolerated
- Creates an inclusive environment and ethos which promotes a culture of mutual respect and consideration and care for others, which will be upheld by all.

FORMS AND TYPES OF BULLYING COVERED BY THIS POLICY

Bullying can happen to anyone. This policy covers some types and forms of bullying including bullying related to

Physical appearance

Physical/mental health conditions

Physical bullying

Physical bullying

Emotional bullying

Bullying via technology, known as online or cyberbullying

Prejudicial bullying (against people/pupils with protected characteristics) Race, religion, faith and belief and for those without faith



Ethnicity, nationality or culture

Special Educational Needs or Disability (SEND)

LES community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

RESPONDING TO BULLYING

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.

The head teacher, Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.

The DSL will be informed of all bullying issues where there are safeguarding concerns.

The school will speak with and inform other staff members, where appropriate. The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection policies.

Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned. If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services if a child is felt to be at risk of significant harm.

Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools.

Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.



A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

SUPPORTING PUPILS WHO HAVE BEEN BULLIED BY:

Reassuring the pupil and providing continuous pastoral support.

Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.

Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.

Working towards restoring self-esteem and confidence.

Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

PUPILS WHO HAVE PERPETRATED BULLYING WILL BE HELPED BY: Discussing what happened, establishing the concern and the need to change. Informing parents to help change the attitude and behaviour of the child. Providing appropriate education and support regarding their behaviour or actions. If online, requesting that content be removed and reporting accounts/content to service provider.

Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

ADULTS WHO HAVE BEEN BULLIED OR AFFECTED WILL BE SUPPORTED BY: Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the head teacher. Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build



resilience, as appropriate.

Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.

Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.

Reassuring and offering appropriate support.

Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

ADULTS WHO HAVE PERPETRATED THE BULLYING WILL HELPED BY:

Discussing what happened with a senior member of staff and/or the head teacher to establish the concern. Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.

If online, requesting that content be removed. Instigating disciplinary, civil or legal action as appropriate or required.