

# The Levett School



The Levett School

Positivity | Determination | Reflection | Integrity

## Anti-Bullying Policy

<i>Policy agreed by Governors on:</i>	12 <sup>th</sup> November 2019
<i>Review date for Governors:</i>	June 2021
<i>Allocated Group/Person to Review:</i>	Claire Whitehead
<i>Agreed frequency of Review, by allocated person:</i>	Every Year
<i>Last Review date:</i>	05/10/20

Lower School, Melton Road, Sprotbrough, Doncaster, DN5 7SB

Upper School, Lansdowne Road, Intake, Doncaster, DN2 6QN



Doncaster  
Council

# Anti-Bullying Policy

## Vision Statement: "Where New Beginnings Start"

The vision is one of pupils who, by the time they leave the School, will be informed, self motivated and responsible citizens, ready for their next phase of education.

Pupils will leave our School happy, with a sense of well-being and with positive memories of their experiences and achievements of their time in the School.

This policy is a statement of the arrangements for Behaviour at The Levett School.

### Rationale

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Schools will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated

### Definition of Bullying

*Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.*

### FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

### RESPONSIBILITIES OF ALL STAKEHOLDERS.

#### **The Responsibilities of Staff**

Our staff will

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.

- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (name of teacher and post, eg our designated teacher for child protection/head of pastoral care).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

### **The Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- *Anyone who becomes the target of bullies should:*
  - Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

### **The Responsibilities of Parents**

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to (name of a member of staff/specific post in school/their class teacher) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Anti-Bullying Policy
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

### **The Responsibilities of All**

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

## **PREVENTATIVE MEASURES.**

*All students will be encouraged to develop positive relationships with each other. This will be made explicitly clear during the admissions process and documentation. As part of the school curriculum students will explore relationships with others and be encouraged to develop positive relationships with other students.*

- Within the school community
- Pastoral provision
- Classroom management
- Guidelines for records and sanctions

## **PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR**

Any incident of bullying that is reported or noticed needs to involve some or all of the following procedures, this will be the result of thorough investigation by staff and a decision taken on the most appropriate course of action:

- Steps taken to support and respond to the needs of both bullied and bullying pupils.
- Records kept in school and an analysis of data to identify patterns
- Action which may be taken
  - Contacting parents/carers of all pupils concerned in the bullying incident.
  - Investigation.
  - Feedback to those concerned.
  - Sanctions.
  - Contacting relevant professionals eg. EWO, Behaviour Management Team, Education Psychology, Pupil Personal Development Team Police Liaison Officer

### **Education**

- Raising awareness
- Bringing the issue out into the open
- Linking it to the Curriculum
- Encouraging good role models of behaviour
- We have student council on both sites to allow students to discuss concerns
- Involving parents/carers and management committee members

### **Intervention**

- All allegations of bullying will be thoroughly investigated
- The victim of bullying will always be listened to and supported
- Bullies will be dealt with firmly and given appropriate guidance
- Learning Mentors are used to directly challenge bullying behaviours, through 1:1 sessions
- Key staff to be trained in restorative justice

- The persistent bully can expect to face the full range of sanctions of the Provision which will include formal exclusion  
All pupils have a right to receive their education free from oppression and abuse

### **MONITORING AND REVIEW**

#### **The Headteacher will:**

- Monitor the effectiveness of this policy on a regular basis.
- Report to the management committee on the effectiveness of the policy
- If necessary make recommendations for further improvements.
- Keep a record of any child who is excluded for a fixed-term, or who is permanently excluded.

#### **The Management Committee will:**

- Monitor the rate of exclusions
- Ensure that the Provision policy is administered fairly and consistently.
- Seek to ensure that the Provision abides by the non-statutory guidance The Duty to Promote Race Equality: A Guide For Schools, and that no child is treated unfairly because of race or ethnic background.
- Review this policy every two years.

**Date of Policy – November 2019**

**Date of Review – November 2021**