



LEAVESDEN GREEN JMI SCHOOL

ANTI-BULLYING POLICY

Autumn 2026

Contents	Page
1. Introduction	3
2. Aims	4
3. The Role of Governors	4
4. The Role of the Head Teacher	5
5. The Role of the Teacher	5
6. The Role of the Children	5
7. The Role of Parents and Carers	6
8. Measures to help prevent bullying	6
9. Monitoring and Review	6

1. Introduction

Bullying is deliberate behaviour

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

The main types of bullying are:

- Physical – examples include but are not exhaustive: hitting, kicking, taking belongings
- Verbal - examples include but are not exhaustive: name calling, taunting, racist or homophobic remarks. Negative comments regarding appearance or accent
- Emotional - examples include but are not exhaustive: spreading unkind stories, unwanted harassment, excluding someone from social groups
- Online - examples include email, social networks, instant messenger platforms

Our school ethos is based on mutual respect, trust, caring and consideration for others. Such an ethos encourages co-operative, caring behaviour. Bullying of any kind is totally unacceptable in our school and will never be ignored or tolerated.

The Equality Act 2010 requires all schools (as public bodies) to have due regard to the need to;

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited in the act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Bullying is wrong and has proven damaging effects on children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

Cyberbullying

This includes the use of all electronic devices to cause hurt and upset as identified above. It can include emailing, texting, online gaming or the use of social websites. As the majority of incidents take place outside of school we are dependent upon any incidents being reported to us with printed evidence so that we can follow this up effectively as we do as a school take all instances of proven bullying seriously. We will also support and advise parents in contacting any agencies to report anti social behaviour/bullying.

Please read with the Online Safety Policy.

2. Aims and objectives

We aim to produce a safe and secure environment where everyone feels safe.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to any bullying in our school.

Strategies for dealing with bullying incidents

If a child thinks they are being bullied, it should be reported immediately to the class teacher or other appropriate adult they feel they can approach, by children, parents or staff. The report will be listened to, taken seriously and appropriate enquiries made. If a case of bullying is confirmed, parents of both parties will be informed and the outcome of the enquiries will be made known to all those involved. If the incident is not proven, parents of both parties will be informed and the outcome of the enquiries will be made known to all those involved. All incidents are recorded and stored electronically on Cpoms.

Any child who has been found to have bullied others will be dealt with promptly.
Please read the Behaviour Policy.

3. The role of governors

The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents where parents believe their child is being bullied. In all cases, the governing body notifies the head teacher, Victoria Lyon, and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

4. The role of the head teacher

It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The head teacher ensures that there is a culture within the school that bullying is not tolerated.

The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The head teacher facilitates monitoring systems of incidents and behaviour to proactively reduce the risk of bullying.

The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5. The role of the staff

All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Teachers should record all accounts/reports/witness statements of bullying on CPOMS.

If any member of staff becomes aware of any bullying taking place between members of a class, we deal with the issue immediately.

Staff routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Any staff member aware of an allegation of bullying or that has a concern that a child is being bullied should make the Headteacher aware immediately or as soon as possible.

6. Investigating Allegations of Bullying

The Headteacher will organise for an investigation to be conducted which will involve speaking to any child involved; speaking to any relevant staff members; speaking to the parents; reviewing CPOMS logs of previous behaviour incidents. The member of staff conducting the investigation should complete the form in Appendix A. Once completed, this outcome will be shared with the Headteacher and further actions agreed.

Further actions might include:

- Bespoke education about bullying
- Restorative conversations with the victim and perpetrator
- Bespoke support for the victim
- Bespoke education and support for the perpetrator
- All parents being informed

7. The role of children

We aim to establish a climate and ethos where the children are able to report any bullying and to feel that their experiences will be taken seriously.

The children also have the opportunity within circle time and PSHE lessons to raise and to discuss any appropriate issues.

As part of our Personal Development programme, all children are taught protective behaviours and revisit this annually.

8. The role of parents and carers

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents and carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. If their concerns include reference to any texting or social website then copies of all conversations are essential for school to investigate the incident thoroughly.

9. Measures to help prevent bullying;

- ✓ Protective behaviours
- ✓ Restorative practice permeates all practice
- ✓ Increased playground activities and involvement in play by MSA's at lunchtime
- ✓ Children taught how to be assertive rather than aggressive
- ✓ Parents to monitor access and use of internet and mobile phones
- ✓ Regular discussion through circle time and assemblies
- ✓ MSA and LSA training to ensure a consistent approach
- ✓ Whole school dedicated focus on bullying, for example during the National Anti bullying week

- ✓ Parent information evening around safer management of the internet at home
- ✓ E-Safety reminders in newsletters
- ✓ Behaviour policy followed consistently

10. Monitoring and review

This policy is monitored on ongoing basis by the head teacher, who reports to governors about the effectiveness of the policy on request. This anti-bullying policy is the governors' responsibility and is reviewed annually.

Appendix A

Investigation into Allegations of Bullying, including incidents involving race, religion, gender or sexual orientation

Name of investigator	
Date investigation started	
Name of child (victim)	
Age and year group of child (victim)	
Name of child (alleged perpetrator)	
Age and year group of child (alleged perpetrator)	
Details of the Allegation (including who made the allegation) <i>Please include as much factual detail as possible including dates and times</i>	
Discussion with child (victim)	
Discussion with child (alleged perpetrator)	
Discussion with any other relevant child (including name and relevance)	
INSERT MORE ROWS IF MORE THAN ONE ADDITIONAL CHILD IS SPOKEN TO	
Discussion with any relevant member of staff (including name and relevance)	
INSERT MORE ROWS IF MORE THAN ONE RELEVANT ADULT IS SPOKEN TO	
Discussion with parents as part of the investigation if relevant	
Summary of findings (bullet points)	
Conclusion of findings	
€ There is evidence of bullying	

€ There is not evidence of bullying	
Recommended actions (to be agreed with the Headteacher) <i>Please consider the victim, the perpetrator (if there is one), the parents</i> <i>Please assign the actions to specific people with timeframes</i> <i>Please include how actions will be shared and monitored and by whom</i> <i>Actions should consider immediate actions and long-term actions</i>	
Date shared with the Headteacher	
ONCE COMPLETE, THIS FORM SHOULD BE UPLOADED ONTO CPOMS.	