

JUNIOR SCHOOL - ANTI-BULLYING GUIDELINES

Owner: PMM
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Governor Approval: June 2021
Next Review: June 2022

At LEH we expect everyone in the school community - pupils, staff and parents - to show respect, courtesy, kindness and consideration to others at all times. How you behave is your choice and your responsibility. Everyone has the right not to be bullied. Bullying, either by what you say or what you do, can cause a great deal of unhappiness to others.

At LEH Junior School we expect everyone to follow our Golden Rules:

Do be gentle	Do not hurt anybody
Do be kind and helpful	Do not hurt people's feelings
Do work hard	Do not waste your own or other people's time
Do look after property	Do not waste or damage things
Do listen	Do not interrupt
Do be honest	Do not cover up the truth

This behaviour is not acceptable, either inside or outside school:

- Calling someone names or insulting them
- Threatening or intimidating someone
- Writing notes or letters to mock, frighten or upset someone
- Tormenting or provoking someone
- Poking, pinching, pushing, biting
- Interfering with or hiding someone's belongings
- Excluding or isolating members of the community
- Using inappropriate language
- Cyber-bullying: Phoning, texting or emailing threats or abuse to someone, inappropriate use of social media
- Mis-using technology; for example, camera and video apps

If you know someone is behaving in this way:

- Do not join in or tolerate a bully as a friend
- Speak out - silence indicates agreement with the bully.

When things go wrong

If, on occasions you forget how to behave appropriately or do not follow the Golden Rules, your Form Teacher will discuss your behaviour with you and set targets for improvement.

Remember, it is your decision how you behave - do not let others lead or encourage you into unkind or rough behaviour. You are responsible for your own behaviour.

If you persist in unacceptable behaviour, you will be sent to the Deputy Head of Junior School to discuss your behaviour and any specific incidents. An appropriate sanction may be given. This could involve missing break time or other activities; making amends and saying sorry; loss of privileges.

If your behaviour is of particular concern, your parents will be contacted and the Head of Junior School will be informed.

Remember: Bullying is wrong and we will always listen to any concerns, but that doesn't mean the people who do it are 'bad' people. It does not excuse the bullying behaviour, but it does mean that it is possible to help them change the way they behave.

If someone is unkind, rude or rough towards you:

1. Tell them you don't like it and ask them not to - sometimes people think they are just teasing or playing, and they may not realise how upset you are. Speak to a peer mentor or a member of staff for help or advice, use the Worry Box to let us know what has happened or alert us to any concerns using the Monday Morning Check in button on the iLP.
2. If they continue, try to be assertive and tell them firmly to stop. Be calm and firm. Don't be tempted to behave as badly as the other person. Speak to a peer mentor or member of staff for help or advice.
3. If possible, walk away. Even better, find someone else to talk to/play with. If not, play with a ball or rope, or join in a big playground game.
4. Speak to a peer mentor or member of staff on duty in the playground and they will be able to suggest alternative games or people to play with.
5. Remember, everyone has bad days and good days. Most days have some of both - try to remember the good things and it will be easier to deal with the bad things.
6. If you are different in some way, be proud of it! It is good to be an individual.
7. Remember, the U11 Peer Mentors can help solve small friendship problems but if someone is continually making you unhappy in any way, and you need help to deal with it, tell a teacher.
8. Ask a teacher if you can speak to him/her quietly - they will arrange a time to see you as soon as possible. If you have a friend who is worried about something but is afraid to tell anyone, you should talk to a member of staff.
9. In school, we will listen to your worries, take them seriously and to do what we can to help.

10. If someone accuses you of being rough or unkind, we will listen to your side of the story in private and be as fair as we can. We know there are always two sides to a quarrel!
11. We cannot force people to be friends, but we can - and do - insist that people are kind, polite and gentle to everyone in school.
12. Remember - if you want a friend, be a friend. A smile and a friendly attitude are the most important things. Find someone else who is on her own, from whatever year group, and ask her to play with you.

I have read and understood this policy.

I promise I will not bully anyone or ignore other people's bullying.

Signed:

I/we have read and understood this policy.

_____ (Parent/Guardian)