

## Phase 1

Helping hand cards and worry box available for all.

Trusted adults for all children.

Anti-Bullying Charter signed by all children displayed in all classes.

'High Five' posters displayed in classes.

Take part in national Anti-Bullying Week.

Awareness raising through assemblies.

PSHE Jigsaw scheme of work from Nursery to Year 6.

Praise and rewards to reinforce good behaviour.

Kindness cup in each class weekly.

Parent Leaflet given to all families.

Whole school community to model appropriate behaviour towards one another and ensure pupil voice enables children to talk about and improve the systems in place to tackle bullying.

Incidents will be logged.

## Phase 2

Class teacher to be made aware.

Listen carefully.

Circle time on bullying issues.

Check in/out for victim.

Trusted adults reviewed.

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Children involved all spoken to by class teacher.

Provide confidential and varied routes to report bullying within class such as worry box, notebooks etc.

Use appropriate sanctions following the Lighthouse Behaviour System.

Incidents will be logged.

## Phase 3

Team leader to be made aware.

Parents of all children involved to be made aware of incidents that have occurred.

Children questionnaires about bullying.

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More bespoke teaching sessions tailored to incidents.

Investigate effectively and fairly.

Awareness raising through team assemblies.

Lunchtime roles available for children involved.

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Parents to be made aware of the bullying allegations against their child. Weekly phone calls to check on progress.

Weekly phone calls with parent of victim to check on progress.

## Phase 4

Deputy/Assistant Headteacher to be made aware.

Speak to the children involved in the allegations.

All incidents reported to the Deputy/Assistant Headteacher.

Weekly phone calls with parent of victim to check on progress.

Incidents will be logged.

## Phase 5

Headteacher involvement.

Meeting with parents of both the victim weekly and the alleged weekly at separate times to review progress.

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Safeguard the pupil who has experienced bullying but ensuring a clear plan is in place.

Possible involvement of multi-agency support or ELSA support.

Incidents will be logged.



# Graduated Approach – Anti Bullying

When a class teacher is informed of a bullying allegation, the school will provide confidential and varied routes to report bullying, listen carefully to the child and parent and investigate effectively and fairly. The class teacher remains responsible for working with the child and monitoring this initially but will seek support from more senior staff when required and follow the school's protocol and ensure that agreements are sustained – with all relevant people kept informed. At all times we will use appropriate sanctions following the Lighthouse behaviour system.

## If not resolved after Phase 5

Make parents aware of the complaints' procedure.