

Graduated Approach – Anti Bullying



Phase 1

Worry box available for all.

Trusted adults for all children.

Anti-bullying charter which all children sign up to displayed in 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 celebrated through values certificates weekly

Parent Leaflet given to all.

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.

Phase 2

Class teacher to be made aware.

Listen carefully.

Circle time on bullying issues.

Check in/out for victim.

Trusted adults reviewed.

Children involved spoken to by class teacher.

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

Use appropriate sanctions following policy.

Phase 3

Team leader to be made aware.

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

Children questionnaires about bullying.

More bespoke teaching sessions tailored to incidents.

Investigate effectively and fairly.

Awareness raising through team assemblies.

Lunchtime roles available for children involved.

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 our school behaviour policy.

Phase 4

Deputy/Assistant Headteacher to be made aware.

Speak to the children involved in the allegations.

All incidents reported to the deputy/assistant.

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 5

Headteacher involvement.

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

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

Possible involvement of multi-agency support or ELSA support.

If not resolved after phase 5

Make parents aware of the complaints procedure.