Anti-Bullying Strategy

GORSE

Overview

At Little London Academy we provide all our pupils with a safe, secure and happy environment in which to learn, to express themselves and develop as a person. We expect high standards of behaviour and encourage our pupils to develop into responsible members of the community who can build good relations with others. Our Anti-Bullying Strategy is underpinned by our Positive Discipline Policy (behaviour) aswell as our *Anti-Bullying and Hate Incidents Reporting Policy*.

Anti-Bullying Charter

Our Anti-Bullying Charter is an important element of raising the profile of pupils' rights, responsibilities and clear protocols for how to report incidents of bullying.

Every member of the Hillcrest community has the:	
Right	Responsibility
To be unique and proud that we are all different	To not tolerate any form of bullying or hatred
To say no to any behaviour you think is wrong	To support one another to stop bullying
To have a life of peace and happiness	To tell someone about bullying you may see
To never accept bullying	To always tell the truth about bullying
To tell whoever you want if someone is making you feel unhappy	To understand how much upset bullying can cause

What to do...

If someone is bullying you or being unkind
- try to stay calm
- tell them to stop
- tell an adult; don't retaliate
- get away from the situation quickly

After you have been bullied or someone has been unkind
- tell a grownup – member of staff or parent/carer
- take a friend with you if you want
- keep speaking up until the problem is sorted
- don't blame yourself

When talking to an adult about bullying be clear about
- what has happened to you
- how often it has happened
- what was involved
- who saw what was happening
- when it happened
- what you have done about it already

Flow chart for addressing bullying or potential incidents of bullying

Incident of potential bullying reported. Referred to SLT and investigated by receiving leader. Outcome logged on CPOMS and on SIMs.

OUTCOME 1 One off disagreement: No bullying identified	OUTCOME 2 Potential bullying incident/ potential to develop	OUTCOME 3 Bullying is identified	OUTCOME 4 Bullying identified and repeat issues occur
Positive discipline policy followed	Positive discipline policy followed	Positive discipline policy followed	Formal invite to parents via initial phone call and supporting letter
Parents/carers informed if incident meets threshold	Parents/carers of both parties informed	Meeting arranged with parents and carers of all parties and SLT plus Principal	Meeting to outline the serious nature of repeat incidents following previous sanctions and restorative measures, next steps discussed which may include:
SLT member to feedback to class teacher	Agree outcomes and next steps with all parties	Group mediation: Led by SLT member.	Positive discipline policy followed- consider Fixed Term Suspension
Monitor/ follow up call(s) to parents/ carers if necessary	Review meeting at the end of a five day monitoring period	Meeting with parents/carers after 5 completed days of monitoring	Individual Behaviour Plan put in place
	If a hate/racial incident this would be reported by DSL	SLT will then have a period of ongoing monitoring (usually 2 weeks):	Executive Principal/DCEO informed
	Further incident = refer to next steps in **OUTCOME 3**	If situation is resolved, downgrade to **OUTCOME 1** processes	Daily monitoring from Principal or Vice Principal, parents to receive daily phone calls or face-to-face updates
		If further incident occurs move to **OUTCOME 4**	If situation is resolved, a period of monitoring by class teacher begins.
			If further incidents occur, involve Executive Principal, refer back to Positive Discipline Policy, consider further Fixed Term Suspension.