

Lever Edge Primary Academy



Anti-Bullying and Anti-Harassment Policy

Anti – Bullying Lead: M Tipping
Anti-Bullying Trustee: Mrs Umal

Reviewed Autumn 2026



ANTI-BULLYING POLICY

Statement of Intent

Lever Edge Primary Academy is committed to creating a safe and happy environment for all, believing that bullying is never acceptable behaviour, whether at home, at school, on the way to or from school, at work, in the local community or online. We believe that school should provide a safe, caring and happy place for young people to learn and for adults to work. Pupils, staff, parents and carers are expected to treat each other fairly, with mutual respect, tolerance and good manners.

This is in line with the requirements of the Equality Act 2010.

If this is achieved, the school will be able to develop teaching and learning, whilst fostering an attitude of good behaviour at all times, to promote safety and wellbeing, both on the premises and out of school hours.

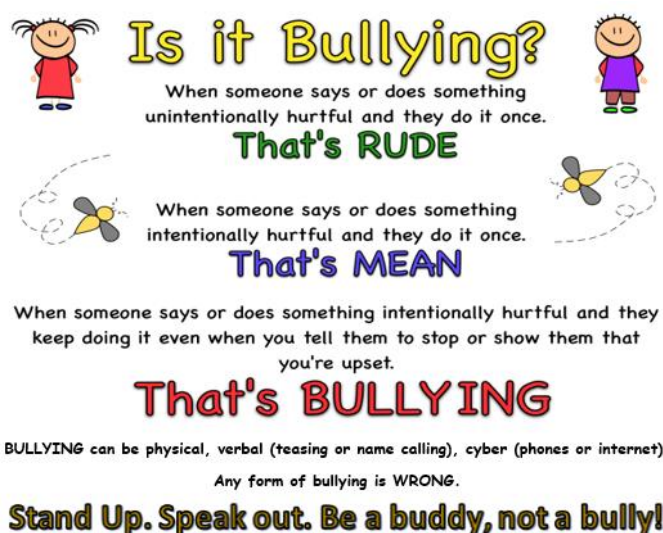
What is Bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group where the relationship involves an imbalance of power. It may be:

- Physical – a child may be physically punched, kicked, hit spat at etc.
- Verbal – verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical or social disability or personality
- Exclusion – a child may be bullied simply by being excluded from, or left out of discussions / activities by those they believe to be their friends
- Damage to property or theft – pupils may have their property damaged or stolen. The bully may use physical threats in order that property is handed over to him or her
- Cyber bullying - All areas of internet, such as email and internet chat, messaging services such as WhatsApp, X, etc.

It may take place inside or outside of school, for example, on the way to or from school or online.

School works hard to ensure that all pupils, staff, trustees and parents know the difference between bullying and simply 'falling out'.



This anti-bullying policy is there **to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied**. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at our school. We will respond promptly and effectively to any reported incident of bullying.

We also recognise that some groups are more likely to experience bullying than others. The vulnerable groups were identified by the Equality Act 2010, as:

- Children with a disability
- Children with SEND
- Those who are or are perceived to be LGBT
- Race and faith minority groups
- Young Carers
- Looked after children
- Appearance targeted
- Sexist / sexual bullying

Peer-on-Peer

Peer-on Peer abuse can take various forms including:

- Serious bullying (including cyber bullying)
- Relationship abuse
- Domestic violence
- Child sexual exploitation
- Youth and serious youth violence (including gangs)
- Harmful sexual behaviour
- Gender/Race violence

These types of abuse rarely take place in isolation and often indicate wider safeguarding concerns.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility.

What We as a School Can Do To Stop Bullying

This policy is available in a child friendly version agreed by the Pupil Parliament. Pupil Parliament members then share it with the class they represent so all children are aware of it and understand that bullying will not be tolerated in this school.

Anti-bullying forms an overt part of the school curriculum. Children are made aware of bullying and how to protect themselves from such behaviours. We aim to encourage children to be self-confident, self-reliant and develop resilience. To reduce and prevent bullying in school we have:

- Concerns Boxes (where children can write down their concerns in confidence).
- Lever Edge School Council and Class Ambassadors, who children can go to if they would like to report any concerns
- Assemblies when bullying issues can be discussed, often as part of themed weeks
- PSHE lessons when bullying issues can be addressed/discussed
- The Kindness Tree and Class Dojos which are used to recognise good behaviour and kind deeds
- All school staff have access to ongoing and up to date anti-bullying training via [Anti-Bullying Alliance](#)

What Should Pupils Do If They Think They Are Being Bullied?

Tell someone - it could be their teacher, parent/carer or any other adult in school or even a friend who can tell an adult for them

What Should The Pupils Tell An Adult?

- Who has been bullying you?
- How long has this been going on?
- How many times has this happened to you?
- Has anyone seen this happen? If so, who?
- Has anyone else been bullied by the same person?
- Have you told anyone else about this before?
- Was anything done about it?
- Have you done anything unhelpful that has not helped the situation?

What Should A Pupil Do If They Witness Bullying?

- Tell an adult in school.
- Inform a school council representative who will then inform an adult without delay.

What Should Parents Do About Bullying?

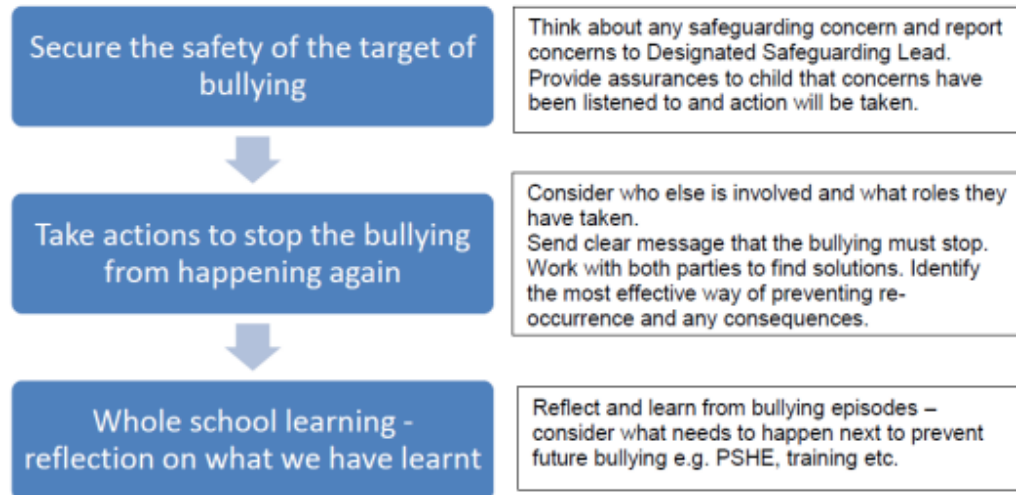
Inform our school if they think their child is being bullied or is bullying other children. Try to establish the facts and keep an open mind. The symptoms at home of children being bullied or who are bullying can sometimes be very similar. With older children it might be useful to refer to this policy and the Home-School Agreement. With all children, parents and/or carers should talk about the problems of bullying with their child.

Parents may contact school via telephone, via organising an appointment through the school office (this will be arranged ASAP) or via ClassDojo. Parents may speak to any of the following:

- Their child's class teacher
- Health and Wellbeing Lead / Head Teacher – Mrs James
- Anti-Bullying Lead / Deputy Head – Mrs Tipping

What Will School Do About Bullying?

Responding to Bullying



The parents of all parties will be informed.

Review

The board of trustees, head teacher, staff and pupils view bullying as a very serious impairment of our school's normal work and life, even though incidents are very small in number. They will therefore keep this policy under regular review with a report to the board of trustees once a year.

ANTI-HARASSMENT POLICY

Introduction

In December 2017, the Department for Education released advice; Sexual violence and sexual harassment (updated April 2021) to take into account DfE and NSPCC focus on sexual harassment and sexual violence between children in schools and colleges – advice for governing bodies, proprietors, head teachers, principals, senior leadership teams and designated safeguarding leads. As well as this, in 2021 a rapid review of sexual abuse in schools and colleges was carried out by OFSTED. The advice of both is to be read and referenced alongside Keeping Children Safe in Education September 2021.

Sexual, racial or disability harassment is unlawful discrimination and improper and inappropriate behaviour. It is the policy of this school to provide an environment free from sexual, racial or disability harassment and intimidation.

Definition

Harassment means unwanted conduct of a sexual or racial nature or conduct based on sex, race or disability that is offensive to the recipient. It refers to behaviour that is unsolicited, that is personally offensive, and that fails to respect the rights of others.

Sexual harassment refers to unwanted conduct of a sexual nature that occurs online or offline. Sexual harassment violates a pupil's dignity and makes them feel intimidated, degraded or humiliated, and can create a hostile, sexualised or offensive environment. If left unchallenged, sexual harassment can create an atmosphere that normalises inappropriate behaviour and may lead to sexual violence.

NB: When considering whether behaviour is harmful, take into account the ages and stages of development of the children.

Responding

If a member of staff is concerned about a pupil's behaviour (e.g. a child's sexual behaviour is not healthy or age-appropriate) and/or if a pupil discloses that they have been harmed staff must immediately report the information to the Designated Safeguarding Lead who will then follow the school's safeguarding procedures as set out in the Safeguarding and Child Protection policy.

Equal Opportunities and Inclusion statement:

The school is committed to ensuring every child irrespective of race, gender, ability and disability, culture and religion achieves the absolute maximum potential.