



*Leeds Jewish Free School*

*Anti-Bullying Policy*

*June 2015*

*Review Date: June 2017*



## 1.0 Anti-Bullying Policy

This Policy should be read in conjunction with:

1. Behaviour Policy
2. Equal Opportunities Policy
3. E-Safety Policy

## 2.0 What is Bullying?

'Persistent or repeated behaviour which can reasonably be perceived as offensive, intimidating, malicious or insulting.'

The following are some examples of behaviour that **could** be viewed as bullying:

- Aggression, including threats, shouting and swearing.
- Physical violence.
- Humiliation, including insults or destructive criticism.
- Deliberate wrongful attribution of blame.
- Exclusion from social groups.

Bullying can involve direct contact, electronic/cyber contact and contact through letters or phone calls.

## 3.0 Statement of Intent:

Every member of the school community has the right to a 'Bullying Free' environment. As a school we affirm that we will take every measure possible to eliminate bullying from school life.

If bullying does take place we will take clear, proactive steps to stop it and to prevent it occurring again.

We expect all adults (staff, parents, governors and volunteers) to work together to implement and support this policy.

We will record all known incidents of bullying and seek to establish if unreported bullying is taking place.

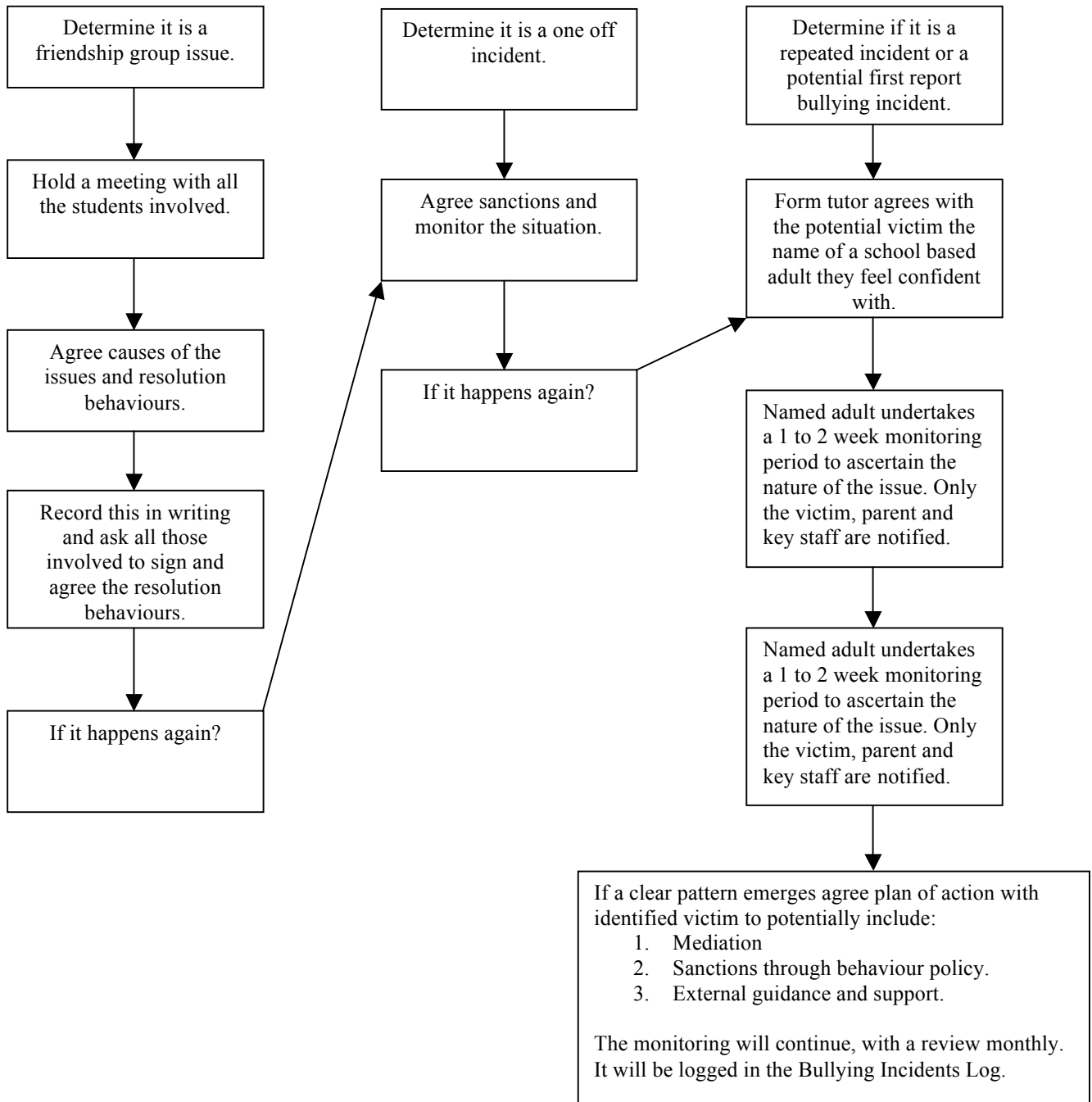
We will develop student-based strategies to address early behaviours that can lead to bullying and to support potential victims of bullying in a positive manner.

Adult involvement will give confidence to the victim, result in action that stops the bullying and seeks to eliminate the cause of the bullying behaviour itself.



#### 4.0 What happens if bullying is alleged?

1. Which ever adult receives the allegation must make a written record of the allegation. The potential victim may be involved at this time.
2. This first adult must determine if the victim is at immediate risk of harm and if so take immediate action to remove them from the cause of the harm.
3. The written record should be passed immediately to the form tutor, with a copy for the Headteacher. The form tutor will determine initial next steps from the options below.





## 5.0 Monitoring & Awareness Raising

The school will engage in proactive measures to increase understanding of bullying and how it can be prevented.

The annual questionnaire (Summer Term) will be used to evaluate the long term impact of anti-bullying strategies.

Every form tutor group will participate in a lesson on anti-bullying as part of the PSHE programme:

October	What is bullying?
February	What should I do if I/someone is being bullied?
May	How can I try and prevent bullying happen?

These lessons will be preceded by a Key Stage or whole school assembly.

All students will complete a `Feeling Safe` survey in the spring term. This will be completed in house groups with older students supporting younger students. Each student will colour a simple map of the campus:

Red	Feel unsafe
Orange	Sometimes feel unsafe
Green	Always feel safe

This will be analysed and a review of staffing, support and construction undertaken.

The school will take part in the annual Anti-Bullying week activities organised nationally, which normally takes place in November<sup>1</sup>.

All alleged bullying incidents will be recorded in a central log and actions taken recorded against it.

### Behaviour Log Codes

B = Boy

G = Girl

PG = Playground

CR = Classroom

OS = Outside School

IN = Individual

GR = Group

FG = Friendship Group

LT = Lunchtime

PT = Playtime

## 6.0 Review and Approval

This policy will be reviewed annually and updated in line with any updated legislation and/or guidance issued.

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<sup>1</sup> <http://www.antibullyingweek.co.uk/>



Signed: Digitally by Cllr. Dan Cohen  
(Chair of Governing Body)

Date: 25/06/15

Review date: June 2017



Bullying Log									
Date							Lead Adult		
Record No	Incident (student names, details of incident/s and adults involved)						Action Taken		
B	G	GR	IN	FG	PG	CR	LT	PT	OS