



Anti - Bullying Policy

Rationale

Southfields Primary School is committed to the principle of helping children and adults to achieve more and places the happiness, welfare and safety of the children who attend the school as its highest priority. Southfields Primary School will endeavour to provide an environment that is safe and free from bullying. Bullying is not tolerated and staff at the school will act swiftly and firmly to deal with any situations which arise.

Southfields Primary School community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Southfields Primary School has written this policy to ensure that best practice and procedures are carried out at the school.

Aims

- To provide a safe, caring environment for the whole community and especially the children in our care.
- To instill in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To listen to the concerns of parents and keep them informed of actions taken in response to a complaint.
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during each academic year: The Headteacher will monitor and ensure records are kept of each incident.

Definition

The DCSF definition of bullying, as defined in their September 2007 Guidance: 'Safe to Learn: embedding anti-bullying in schools', is:

“Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

Definitions of Types of Bullying:

Physical bullying

Includes hitting, kicking, tripping, pinching, and pushing or damaging property.

Verbal bullying

Includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

Social bullying

Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and / or cause humiliation.

Social bullying can include:

- lying and spreading rumours
- negative facial or physical gestures, menacing or contemptuous looks
- playing nasty jokes to embarrass and humiliate
- mimicking unkindly
- encouraging others to social exclude someone
- damaging someone's social reputation or social acceptance.

Cyber bullying

The Cyber Bullying Research Centre defines cyber bullying as: Intentional and repeated harm inflicted through the use of computers, phones, and other electronic devices.

Cyber bullying can be overt or covert bullying behaviours using digital technologies including hardware such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms.

Cyber bullying can happen at any time. It can be in public or in private and sometimes only known to the target and the person bullying.

Cyber bullying can include:

- abusive or hurtful texts, emails or posts, images, or videos
- deliberately excluding others online
- nasty gossip or rumours
- imitating others online or using their log-in.

Emotional

This form of bullying occurs when a person is deliberately (or excludes another person by) being overtly nasty or unkind. An example of emotional bullying is encouraging people not to play with somebody or making fun of somebody.

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.

Signs and Symptoms

A child may indicate by signs, words, or behaviour that he or she is being bullied. To those who know the child this may simply be a feeling that 'things aren't quite right'. Adults should be aware of these possible signs and that they should investigate if a child

- Does not want to walk to and from school.
- Insists that they are driven to and from school.
- Changes their normal routine.
- Wants to stay at home for no apparent reason.
- Becomes withdrawn or displays a sudden lack of confidence.
- Is reticent to speak to other peers or teachers.
- Is upset at night and has displayed a disruptive sleep pattern linked with increased nightmares.
- Is continuously complaining of feeling unwell in the morning and at school.
- Displays a downturn in their academic standards.
- Possessions and clothes are torn or damaged or go missing.
- Asks for money or steals money (to pay bully).
- Loses dinner money on a regular basis.
- Has a sudden increase in bruises or cuts which the child finds difficult or is unwilling to explain.
- Comes home hungry (lunch has been stolen).
- Stops eating.
- Suddenly displays unusual aggressive and disruptive behaviour.
- Starts to bully other peers or family siblings.
- Is reticent or unwilling to talk about what is going wrong.

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

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently, and reasonably.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- All incidents of bullying will be shared within the headteachers termly report to Governors and anonymised to protect the identity of all those involved.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy
- Ensure appropriate training is available for staff

Preventing Bullying Behaviour

- The Headteacher, Pastoral Team and staff will make every effort to create a safe, secure and caring environment in the school, where bullying is not acceptable in any form.
- The Headteacher and Pastoral Team will discuss the expected levels of behaviour prior to the child starting with the school.
- Through the Jigsaw PSHE programme and school assemblies bullying will be explored and issues connected with bullying and its consequences will be discussed at levels appropriate to the age of the children attending the school.
- Regular reminders about courteous and respectful behaviour in lessons and everyday activities within the school
- Displays promoting positive behaviour

Procedures for Dealing with Bullying Behaviour

When dealing with suspected incidents of bullying staff will be guided by the following principles:

1. Never ignore suspected bullying.
2. Do not make premature assumptions. Listen to both sides of the story.
3. Listen carefully to all people- more than one child with the same version does not mean they are telling the truth.
4. Use a logical approach that moves pupils forward and focuses on making things right.
5. Follow up the issue to check bullying has not reoccurred.
6. Record information in detail on CPOMS outlining any incidents and conversations.

In the event of incidents which have been identified as 'bullying' the following principles and procedures will be followed at Southfields Primary School

- Incidents of bullying at the school will be investigated thoroughly and sensitively following the school policy. Any reported incidents must be reported to the DSL/Headteacher immediately.
- Children will be encouraged to report any incident of bullying that they experience or witness. Staff will reassure children that what they say will be listened to and taken seriously and detailed notes must be made clearly stating the allegation the child has made.
- The procedures will be explained to the child so that they are fully aware of the action to be taken. The incident will be recorded on CPOMS and parents will be informed of each step of the process and the action taken.
- Staff members have a duty to inform the DSL/Headteacher of any bullying incidents they witness or suspect involving children or adults at the school.
- The victim of bullying will be comforted and supported by members of staff. Children will be closely supervised, and their emotional wellbeing will be checked regularly.
- In the majority of cases bullying behaviour will be dealt with according to the strategies set out in the Behaviour Management policy. This will involve working and talking with the bully to help them understand the impact of their behaviour and helping them make changes to prevent any occurrence of the behaviours causing concern.

Sanctions for perpetrating bullying behaviour bully may include:

1. Verbal reprimand by the Headteacher.
 2. Discussions with parents/carers where appropriate.
 3. Withdrawal of children from activities at the school.
 4. Loss or reduced breaktimes for a period.
 5. Fixed period of exclusion from school.
 6. Permanent exclusion from the school may be used depending on the severity of the incident.
- If a child has been the perpetrator of bullying the Headteacher will inform their parent, carer or guardian and if necessary have a formal meeting with the parents to discuss the issues and identify solutions to the problem.
 - If a staff member has been the perpetrator of bullying this will be dealt with by the Headteacher in accordance with the Staff Handbook, Code of Conduct and Staff Well-Being policies.
 - The parents and child may be asked to sign a Home/School contract to make clear the expected level of behaviour at the school.
 - Where bullying behaviour persists and is not stopped by using the strategies outlined in the Behaviour Management Policy, more serious actions may have to be taken if the behaviour is causing significant harm to another child or adult.

- If a parent or carer is unhappy with any aspect of the way the school handles the issue of bullying, they may refer to the School's Complaints policy.

Equal Opportunities

In implementing this policy all members of staff must take into account the school's Equal Opportunities policy. Staff must ensure that no pupil involved in any incident of bullying, is disadvantaged on the grounds of gender, race, disability, sexual orientation, age, religion or belief.

Links with other school policies and practices.

This policy links with several school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaint's policy
- Child protection policy
- Online safety and Acceptable Use Policies
- Curriculum policies
- Mobile phone and social media policies

Help Organisations

- ❖ ChildLine (free 24 hour telephone line for children and young people) 0800 1111 www.childline.org.uk
- ❖ Anti-Bullying Alliance www.anti-bullyingalliance.org
- ❖ National Bullying Helpline www.nationalbullyinghelpline.co.uk
- ❖ Stop Bullying www.stopbullying.gov
- ❖ NSPCC - helpline 0808 800 5000 www.nspcc.org.uk
- ❖ National Children's bureau 0207 843 600 www.ncb.org.uk
- ❖ KIDSCAPE Parents helpline 0834 1 205 204 www.kidscape.org.uk
- ❖ Bullying online www.bullying.co.uk Advisory Centre for Education (ACE) 020 7354 8321 www.ace-ed.org.uk
- ❖ Children's Legal Centre 0845 345 4345 www.childrenslegalcentre.com
- ❖ Parentline Plus 0808 800 2222
- ❖ Youth Access 020 8772 9900

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