



Springwell Village Primary School

Anti-Bullying Policy 2021

Definition

Definition of bullying is hurtful or unkind behaviour that is deliberate and repeated. This can be carried out by an individual or a group of people towards others.

The STOP acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- Attacking property – such as damaging, stealing or hiding someone's possessions.
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.
- Psychological – such as deliberately excluding or ignoring people.
- Online – such as using text, email or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or bi-phobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)

- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received.

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

Aims of this Policy

Bullying of any kind is unacceptable at Springwell Village Primary School (SVPS) and will not be tolerated. At SVPS the safety, welfare and wellbeing of all pupils and staff is a key priority. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

We actively promote values of respect and equality and work to ensure difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and prepare them for life in 21st century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond the world of work or further study.

We are committed to maintaining our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

WE WANT-

- To provide a safe and secure environment for all children.
- To teach children about bullying, its impact and how to deal with it.
- To stop any cycle of bullying.
- To provide support for any bully to improve his/her self-esteem and behaviour.

- To provide support to any victim and help them to deal with any future act of bullying.

Ways of reporting bullying

Pupils who are being bullied:

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, the Smile Team (who will report it to an adult) or any other staff member.
- Tell a member of the Smile Team who in turn can help them tell a teacher or staff.
- Tell any other adult staff in school – such as lunchtime supervisors or the school office staff.
- Tell an adult at home.
- Call Childline to speak with someone in confidence on 0800 1111

Reporting –roles and responsibilities

STAFF:

All school staff, both teaching and non-teaching (for example midday supervisors, caretakers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher or a member of the Smile Team.

SENIOR STAFF:

The Senior Leadership Team and the Head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. In addition, there is a designated Anti-bullying Leader in the school who leases with the designated Safeguarding Leaders in SLT.

PARENTS AND CARERS:

Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning school or through a member of staff.

PUPILS:

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Procedures

SVPS take all incidents of bullying very seriously- the Head Teacher, Phase Leader and Safeguarding Team will be informed of all incidents of bullying via CPOMS.

- 1) The member of staff who is informed of the incident of bullying must log it onto CPOMS and tag the Phase Leader and Class Teacher in the report. The end of the report must be signed with the name of the member of staff who has reported the incident.
- 2) The class teacher will first investigate the incident and address it with the perpetrator(s), they will explain that the bullying will stop and ask for a genuine apology to be given to the victim. If the incident does not stop, then it will be escalated to the Phase Leader.
- 3) The Phase Leader will make contact with parent of the perpetrator to discuss the incident and sanctions will be put in place. This will be logged on CPOMS.
- 4) If the bullying persists then the incident will be escalated to the Deputy Head, then the Head Teacher. The Deputy Head or Head Teacher will then deal with the incident with the involvement of parents.

CPOMS will be used to keep a record of safeguarding of the victim and the school will proactively work in partnership with parents, as bullying strategies must be managed at home as well as in school.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Recording and Monitoring

Cases of bullying will be recorded using CPOMS.

Monitoring will take place by staff being made aware and observing interactions during time when the bullying has happened.

The class teacher will regularly check in with the victim to ensure the bullying has stopped.

School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Positive school ethos.
- Caring staff and positive pupil behaviour.
- Anti-bullying information given to pupils and parents.
- A child-friendly anti-bullying policy ensures all pupils understand and uphold the anti-bullying policy.

- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- School assemblies help raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, Women's History Month, Black History Month and LGBT+ History Month.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Smile Team offer support to all pupils, including those who may have been the target of bullying.
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups (Smile Team and school council) and through school questionnaires.

Training

The head teacher is responsible for ensuring that all school staff, both teaching and nonteaching (including midday supervisors, caretakers) receive regular training on all aspects of the anti-bullying policy.

Date Written : 03/02/21

To be Reviewed: 2023