

Summerfields

PRIMARY SCHOOL



Anti-Bullying Policy

Reviewed: November 2020

Next Review: November 2021

Signed: 

SUMMERFIELDS PRIMARY SCHOOL
ANTI-BULLYING POLICY

RATIONALE:

Bullying is not tolerated in any form for any member of our school community. This policy is pupil focussed and additional policies serve to protect eg Protection from Harassment. We believe that all pupils have the right to learn in a safe, caring environment without fear of being bullied. Whilst recognising that all institutions, whether large or small, have the potential for some bullying behaviour, we feel that a clearly laid down system for discipline can minimise its occurrence. All members of our community regardless of home environment, gender, sexual orientation, race, faith, cultural or financial background, or ability are entitled to feel secure in the school environment. At Summerfields Primary School we endeavour to promote good citizenship and make it clear that bullying is anti-social and contrary to our ethos. It is wrong and will not be tolerated.

AIMS:

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

At Summerfields Primary School we want:

- All children to feel safe to learn, play and enjoy the company of others.
- All children and adults to be treated fairly, with respect and dignity.
- All adults to feel happy and safe in the workplace.
- Everyone to listen carefully to what children and adults have to say and treat all accounts with due seriousness.

DEFINITION OF BULLYING:

In our school bullying is defined as targeted and persistent hurtful behaviour, repeated over a period of time. Bullying can occur through several types of anti-social behaviour:

- Physical - a child may be physically punched, kicked, hit, spat at etc
- Verbal - verbal abuse can take the form of name calling or unkind comments and remarks. It may be directed towards gender, ethnic origin, physical or social disability or personality etc.

- Emotional –being excluded from or left out of discussions/activities by those they believe to be their friends or hurting people's feelings.
- Cyber - saying or doing unkind things on all areas of internet including email, social media, messaging services, texting etc.
- 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 them.
- Peer on peer abuse - teasing among pupils should not be tolerated or passed off as banter or part of growing up.

Bullying is not the same as falling out with your friend or friends. However it manifests itself, bullying will not be tolerated at Summerfields Primary School.

Occasional fighting or quarrelling between children should not automatically be called bullying. ***Bullying is Several Times On Purpose (STOP).***

STATUTORY DUTY OF SCHOOLS:

Head Teachers have a legal duty under the School Standards and Framework Act to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

SIGNS AND SYMPTOMS OF BULLYING:

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

- Is frightened of walking to or from school.
- Begins truanting.
- Becomes withdrawn, anxious or lacking in confidence.
- Feels ill in the morning.
- Begins to underperform in school work.
- Has possessions go 'missing'.
- Asks for money or starts stealing money (to pay the bully).
- Is frightened to say what's wrong.

NB this is not a definitive list but suggests some of the signs and symptoms. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Pupils must be encouraged to report bullying in school. Teachers and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy.

PREVENTATIVE STEPS:

The promotion of a caring, sharing, supportive school environment where pupils manifest high self-esteem is the best prevention of bullying behaviour.

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- School Ethos
- Home/school agreement
- Policy development
- Curriculum development - values curriculum activities, PSHE, Circle time, Buddy Systems, Positive Anti-Bullying Programme
- Support and training for adults and pupils in school
- Environmental design - play zones, friendship stops, displays
- Working in partnership with parents, pupils and the broader community

Identifying victim risk factors and addressing them, indicators such as:

- Lacking close friends
- Being shy
- Coming from an overprotective family environment
- Being from a different racial or ethnic group to the majority
- Being different in some obvious respect from the majority, including the protected characteristics
- Having special educational needs
- Being a high achiever
- Having low self-esteem/confidence
- Lacking awareness of avoidance strategies
- Being a 'proactive victim' - a child who behaves inappropriately with others, barging in on games or being a nuisance.

Pupils should be encouraged to be proactive when witnessing bullying take place. Staying silent means that the bully has won and gives them more power. There are ways pupils can help without putting themselves in danger.

- Tell a member of staff what is happening
- Encourage the bullied pupil to join in with their activities or group
- Not smiling or laughing when someone is being bullied
- Not allowing someone to be deliberately left out of a group
- Showing or telling the bullying pupil that they disapprove of their actions.

In addition, staff need to feel safe in order to help make the children feel safe. Staff are aware of procedures to follow in such an instance or they can contact their union for advice and support.

DEALING WITH INCIDENTS OF BULLYING:

The following step by step procedures will be followed in all cases:

- Initially, staff will listen and speak to all children about the incident separately.
- Appropriate action will be taken quickly to end the bullying behaviour.
- Appropriate advice will be given to help the victim.
- If the incident is of a serious nature a clear account of the incident will be recorded on a memo sheet and given to the Head Teacher.
- If appropriate the Head Teacher will interview all concerned and will record the incident on the Bullying Allegation form, Appendix 1.
- If appropriate the accused and victim will be spoken to together and all parents informed.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Appropriate records will be kept of all incidents.
- The Head Teacher will monitor the situation and report back to parents the outcome of any involvement and punitive measures that have been used as appropriate. This will be done in consultation with all parties involved.

Pupils who have been bullied will be supported by:

- The victim will be offered an opportunity to talk about the experience with a trusted adult as soon as is possible.
- Reassuring the pupil.
- Continuing support will be offered should they feel it is necessary.
- Restoring self-esteem and confidence.
- Staff monitoring.

We also discipline yet try to help the pupil who bullied in the following ways:

- Discussing what happened and how they became involved.

- Establishing the wrong doing and need to change.
- By continuing to work with the pupil in order to do away with prejudiced attitudes as far as possible.
- Informing parents/guardians to help change the pupil's attitude.
- Staff monitoring.

The following are disciplinary steps that can be taken:

- Official warnings to cease offending.
- Exclusion from certain areas of the school premises.
- Exclusion from school as per the escalation of Exclusion Policy.

Within the curriculum the school will raise awareness of the nature of bullying through whole school assemblies, class time, PSHE, circle time, anti-bullying lessons and anti-bullying week.

PARENTS AND CARERS:

Parents and carers have a crucial role to play in encouraging their children to behave appropriately in school. It is important that the child sees home and school working in harmony. Therefore parents/carers can:

- Always take an active role in their child's education, ask how their day has gone, who they played with etc.
- If they feel their child may be a victim of bullying behaviour bring it to the attention of the child's class teacher. The school will always listen carefully and take your concern seriously while remembering that children can behave differently at school to home.
- Teach children how to share, take turns and take 'no' for an answer. They cannot always have what they want and life may seem unfair.
- It is important that the child knows not to fight back as this can make matters worse.
- Adult behaviour towards each other can set a good example to children of how to behave responsibly when they reach adulthood.
- Teach children that the correct thing to do is to tell an adult.

INCIDENTS OF BULLYING OUTSIDE SCHOOL PREMISES:

School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspection Act 2006 say that a schools disciplinary powers can be used to address pupil's conduct when they are not on a schools premises and are not under lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupil's

behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises such as on public transport, outside the local shop, in the town centre or cyber bullying via texts, social media or the internet in any form.

ADULT BULLYING:

From time to time adults behave inappropriately towards one another. If any parent feels they are being treated inappropriately within our school community they must report it immediately to the Head Teacher.

If Children are experiencing problems with other children this should be dealt with by the class teacher, and if necessary the Head Teacher, not by parents taking matters into their own hands. Parents confronting other parents or children is not acceptable and will be viewed as bullying. The school will intervene and resolve the problem to ensure that our school community remains a happy, safe and enjoyable place.

GOVERNING BODY ROLE:

The governing body supports the Head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

A nominated governor monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

Any racist incidents will be immediately reported to the Local Authority and Chair of Governors.

Questions on bullying are included in Pupil Safety Surveys and Parent Surveys and responses are reported to the Governing Body.

POLICY REVIEW:

This policy will be reviewed annually to assess its implementation and effectiveness.

NOTE:

To be read in conjunction with the following policies:

- Accessibility Plan
- Child Protection Policy
- Complaints procedure
- Curriculum Policy
- Exclusion Policy
- SEN Policy
- Single Equalities Policy
- Protection from Bullying and Harassment Policy

SUMMERFIELDS PRIMARY SCHOOL

BULLYING ALLEGATION FORM

Summerfields Primary School	
Date of Incident:	Concern reported by:
Concern reported:	Position:

Names	Class

Brief Summary of allegation:

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Brief summary of the incident resulting from the investigation:

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Details of Action Taken:

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Checked for earlier incidents involving the same pupils	
Notified parents/carers	
Individual discussion with pupils involved	
Group discussion with pupils involved	
Notified Class Teacher	
Medical treatment	
Specific support from staff	
Follow up date set	

Follow up record:

Date	Action taken by	Brief description of action	Outcome

Bullying Stopped - Yes/No

Further action to be taken:

Any other comments: