



Spring Gardens Primary School

Anti-bullying Policy

1. Purpose and Scope

We believe that every pupil is of equal value and has the right to equal educational opportunities. To that end, action will be taken to address any bullying in school.

2. Responsible Party

2.1. All staff are responsible for the implementation of this policy.

2.2. The Headteacher is responsible for monitoring this policy.

3. Definition

3.1 For the purpose of this policy, "bullying" is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group.

3.2 Bullying is generally characterised by:

Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.

Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.

Targeting: Bullying is generally targeted at a specific individual or group.

Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

3.3 We use the word 'STOP' to identify bullying:

Several
Times
On
Purpose

3.4 Bullying is *not* when a child makes a wrong choice or has poor behaviour towards another child when there is *no recent history* of ongoing aggression, although it is recognised that this can also cause pain and distress. It is also important to remember that single problems and falling out with friends are not bullying.

4. Types of bullying

Emotional bullying: is hurting someone's feelings, leaving them out or bossing them about.

Physical bullying: is punching, kicking, spitting, hitting or pushing someone.

Verbal bullying: is teasing someone, calling them names or using hand signs. People can also use verbal bullying to be **racist** or **homophobic**.

Racist bullying: means bullying someone because of their skin colour, race or what they believe in.

Homophobic bullying: means bullying someone because of their gender or sexuality; calling someone gay or lesbian would be homophobic.

Sexist bullying: means bullying someone because of their sex (whether they are a boy or a girl).

Cyber bullying: involves sending hurtful messages over the internet or by text message.

5. School Aims

5.1. Provide a secure physical, psychological and social environment in which pupils feel safe and able to express themselves without fear of intimidation.

5.2. Ensure satisfactory levels of supervision, particularly in areas where the opportunity for bullying could occur such as toilets, less open areas of the playground and areas of the field at a distance from the building.

- 5.3. Ensure that all teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- 5.4. Ensure that all teaching and non-teaching staff know what the school policy is on bullying and follow it when bullying is reported.
- 5.5. Work through a partnership of parents, staff and pupils to raise awareness of the issue of bullying.
- 5.6. Take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- 5.7. Identify and deal with incidents of bullying consistently and effectively.

6. Signs and Symptoms

6.1. 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:

- Being frightened to travel to or from school
- Asking to be driven to school
- Unwillingness to attend school
- Truancy
- Becoming anxious or lacking confidence
- Saying that they feel ill in the morning
- Decreased involvement in school work
- Returning home with torn clothes or damaged possessions
- Missing possessions
- Asking for extra money or stealing
- Cuts or bruises
- Lack of appetite
- Unwillingness to use the internet or mobile devices
- Becoming agitated when receiving calls or text messages
- Lack of eye contact
- Becoming short tempered
- Change in behaviour and attitude at home

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

7. Action

7.1. Should an incident of bullying occur, it will be responded to promptly, firmly and fairly. Pupils know that in the first instance, the class teacher will manage the situation and that should the bullying continue, it will be brought to the attention of the Headteacher who will meet the pupils involved and decide on the necessary course of action. Should the bullying continue, parents will be informed and a meeting with the Headteacher will be arranged (appendix A).

7.2. Spring Gardens Primary School prides itself on its response to matters of bullying, urging pupils and parents to approach teachers and the Headteacher whenever necessary.

7.3. It has been shown that in the majority of cases, a mediating approach in the early stages is successful.

7.4. Parents are urged to keep the school informed of the situation.

8. Prevention

To fulfil our aims, the following strategies are used:

- A structured programme to raise self-esteem in pupils included in our PSHE curriculum and the encouragement of positive behaviour

- Constant assessment of school buildings and grounds to ensure that a safe and secure environment is maintained
- Involvement of all school staff to ensure a consistent approach
- An open door policy in the school
- Maintaining a positive ethos which encourages pupils to communicate any problems - we regularly ask pupils whether they feel safe in school
- Encouraging pupils and parents to report any bullying
- Raising awareness of bullying

9. Advice and Guidance

The following points are an important part of a whole school policy which uses all pupils and staff in its anti-bullying campaign:

- Watch for early signs of distress in pupils as listed above
- Listen carefully and record incidents
- Offer the victim and bully immediate support and help
- Make the unacceptable nature of bullying and the consequences of any repetition clear to the bully and if necessary to their parents
- Ensure that the playground, toilets, corridors and hidden areas are regularly visited by school staff
- Use all pupils as a positive resource in countering bullying
- A bullied pupil may be supported by another pupil or group of pupils
- Areas in which a bullied pupil is successful can be built upon to increase self confidence
- Pupils can be used to help shy pupils or newcomers feel accepted and welcome
- Follow up each occurrence to ensure that the victim is given as much support as possible
- Make it clear to parents of both victims and bullies the action that is being taken, why it is being taken, and what they can do to reinforce and support actions
- Opportunities need to be provided for groups to discuss bullying in role play situations in order to learn strategies for coping with bullies
- The bully / bullies should be told what it is that makes their behaviour unacceptable, counselled and supported in order to reverse the behaviour

10. Support

10.1. Staff:

- All staff will be kept abreast of current thinking with regard to anti-bullying and if required, support and training will be given to implement this policy
- All staff will be made aware of the implications of the school's policy on bullying

10.2. Victims:

- Support for the victim is essential both immediately following the incident and during an agreed period of review
- Support from peers, staff, parents and outside agencies may all be essential to ensure that the bullying does not continue
- After a period of time, staff will meet the victim to reassess the situation and the relationship between those involved

10.3. Perpetrators:

- It is recognised that support must be given to the perpetrator
- Disciplinary procedures against the perpetrator(s) are intended to change or modify behaviour rather than label anyone as a bully; such procedures may involve:
- Positive behaviour strategies
- Withdrawal of privileges
- The establishment of a mentoring or buddy system
- Peer mediation
- Involvement of other agencies or services such as an Educational Psychologist or the Behavioural Support Unit

11. Implementation

11.1. This policy meets the National Health School Award quality standard.

11.2. This policy is readily accessible to parents and published on our school website.

Appendix A

School Response to report or allegation of Bullying

Stage	The Victim	The alleged Bully
<i>Stage 1</i>	Class teacher talks to the pupil to establish what has happened and gives reassurance and support.	Class teacher talks to the pupil to establish what has happened and gives support / warning depending on the situation.
<i>Further occurrence move to Stage 2</i>	Headteacher informed. Matter discussed with pupil individually and where appropriate with pupils concerned.	Headteacher informed. Matter discussed with pupil individually and where appropriate with all pupils concerned.
<i>Further occurrence move to Stage 3</i>	Parents informed and involved.	Parents informed and involved.
<i>Further occurrence move to Stage 4</i>	Meeting with parents and the Headteacher.	Meeting with parents and the Headteacher.
<i>Further occurrence move to Stage 5</i>		Governors, the Local Authority and outside agencies will become involved and exclusion considered.