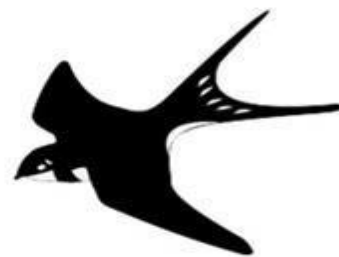
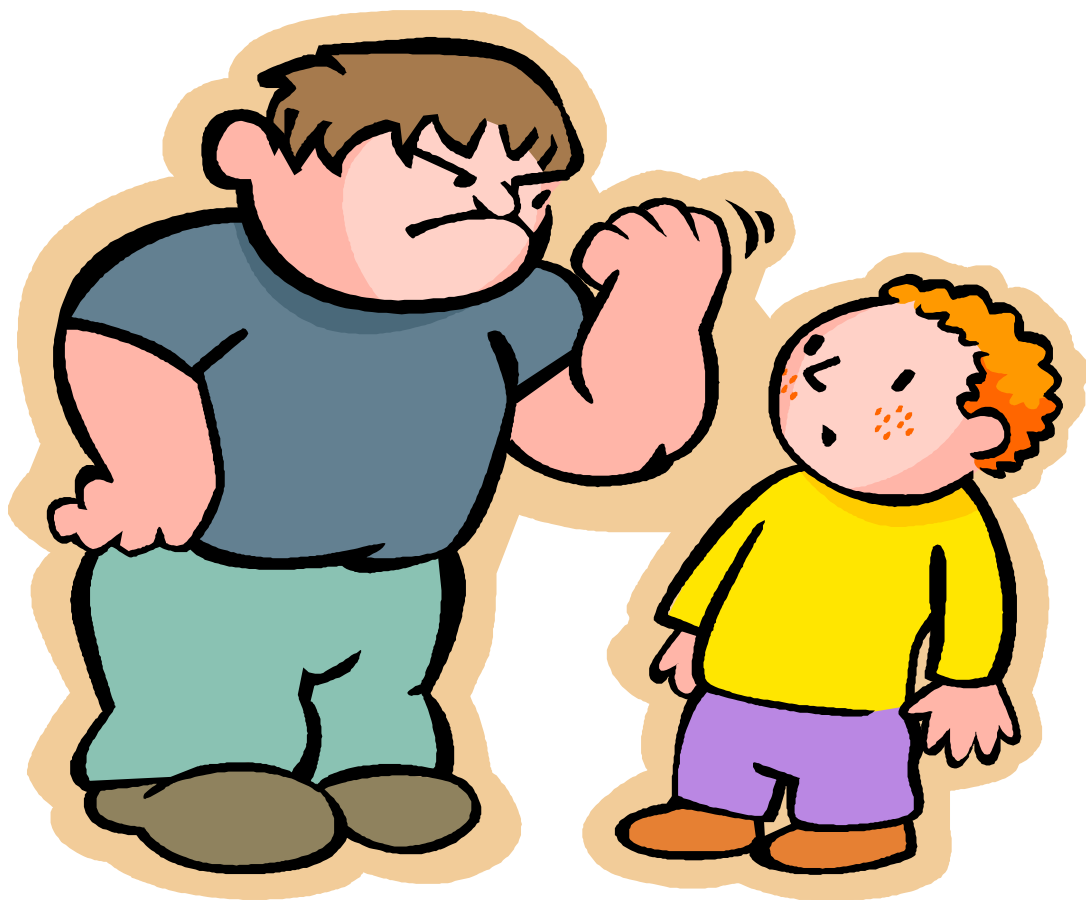


Southcoates

Primary Academy



part of the **enquire**
learning trust



Anti-bullying Policy

**Date policy
produced:** October 2019

Produced by: Ted Chamberlain

**Date policy
approved:**

**Date policy
due for
review:** Autumn 2021

Anti-bullying Policy

"Every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported. There is no place for bullying in our schools and each of us involved in education has a role in creating a culture in schools where bullying is not tolerated. No child deserves to suffer the pain and indignity bullying can cause.

We recognise the negative impact it has on the educational experiences and wider development of so many of our children and young people. Bullying has no place anywhere in the school community, and this applies both to the bullying of pupils and teachers."

*Safe to Learn
DCSF 2007*

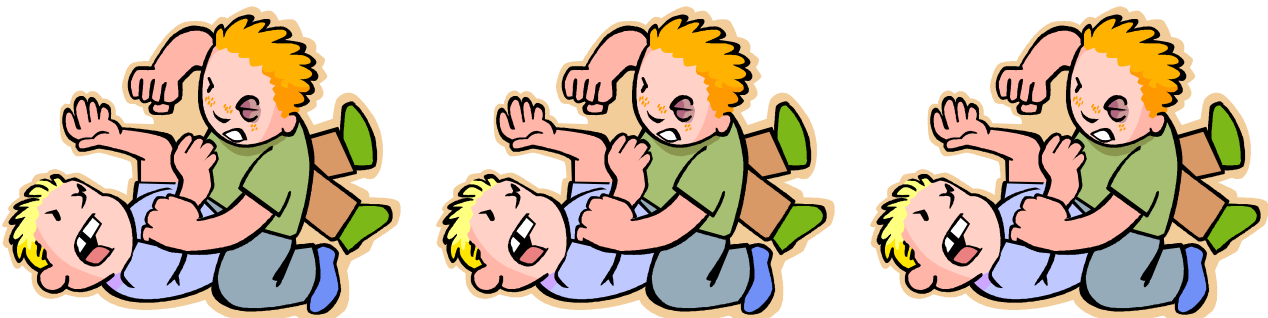
"Our school provides an enquiry based curriculum that engages children in a safe, supportive environment which ensures everyone makes sustained progress."

*Mission Statement
Southcoates PA, 2017*

Aims

At Southcoates Primary Academy we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, each individual 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.

This policy aims to produce a consistent school response to how we deal with bullying: investigating allegations, dealing with the bully and dealing with the victim.



Bullying: what is it?

The Government says bullying is:

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

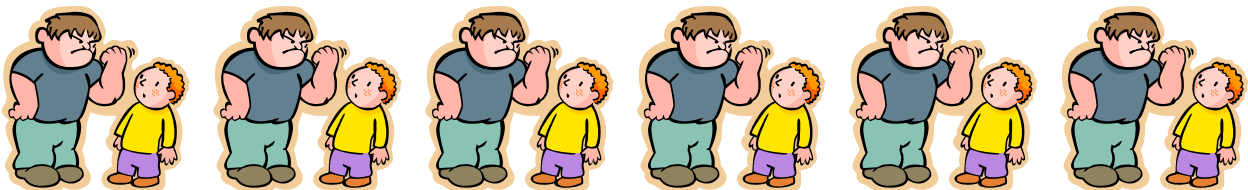
*Preventing & Tackling Bullying,
DFE 2017*

Bullying can be:

- Emotional - being unfriendly, excluding, teasing (e.g. hiding books, threatening gestures, etc).
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racist names, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality. The language used and associated with homophobic bullying.
- Verbal - name-calling, spreading rumours, teasing.
- Cyber - all areas of internet use such as e-mail and internet chat room misuse. Mobile phones - threats/taunts via calls or text. Misuse of technology - i.e. camera and video facilities.
- Disabilities - bullying which involves children with Special Educational Needs and disabilities.

In school your child will learn that bullying:

1. ... goes on for a while, or happens regularly.
2. ... is deliberate. The other person wants to hurt, humiliate or harm them.
3. ... involves someone (or several people) who are stronger in some way than them. The person doing the bullying has more power. They might be older, stronger or there are more of them. They may have some 'hold' over them (e.g. they know a secret about them).



Bullying: what it is not!

Bullying is a very strong word. Parents are naturally very worried about their children. They want to make sure their children are safe when they are at school. Equally we have to be sure that it is not used as a means of 'having a go' at someone after an argument. An incident needs to meet all three elements of the definition to be called 'bullying'. Therefore, the children learn that bullying is not:

- A one-off fight or argument.
- A friend sometimes being nasty.
- An argument with a friend.
- An accident - even if they do get injured.

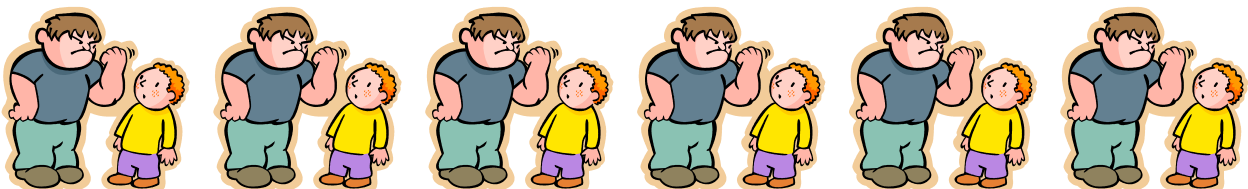
Also -

- 'Crying wolf' or falsely accusing someone is very serious. It is in fact a form of bullying and will be punished in just the same way.

They will also learn that if they are really being bullied we want them to tell - a teacher/member of staff and their parents. Keeping it to them self is not the way to deal with it.

This is covered in a variety of ways:

- PSHE and Citizenship lessons (Jigsaw)
- Assemblies
- Anti-bullying week events (usually November each year)
- 1:1 support where needed
- External agencies if appropriate



Dealing with bullying.

At Southcoates Primary School we take any reports of bullying seriously. All staff will use the following procedure when reacting to a bullying incident. The focus is always on caring and listening.

1. Talk at length with the victim.

Find out what happened and how they feel. Let them know what will happen.

2. Find the bully (or bullies).

If possible get a witness and confirm what happened.

3. Talk with the bully.

Confront them with the details and ask them to tell the truth about the incident/situation. Make it clear that bullying is not accepted in our school.

4. If they own up . . .

Continue with this process (from point 6).

5. If they do not own up . . .

Investigate further. Children usually own up when faced with the facts. If it is clear they are lying continue following this procedure. If they are telling the truth, explore the situation further. If the 'victim' has lied continue the process with them.

6. Arrange to contact the parents.

This should be done the same day if possible. A meeting would be best, but a telephone call is okay. The discussion should include the punishment that will be given (see the 'consequences of bullying' page).

7. Record the incident.

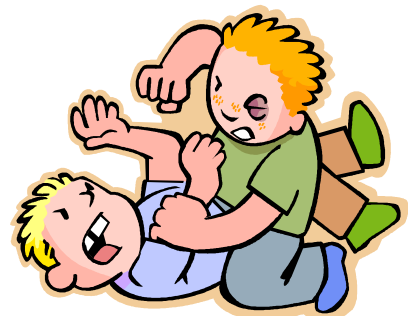
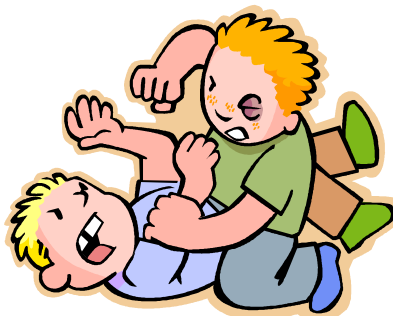
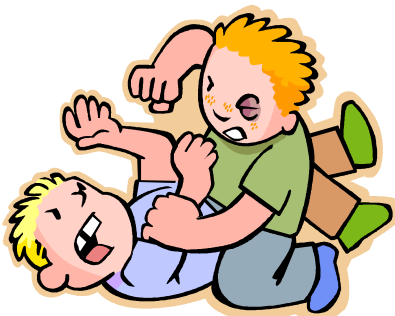
This should be done in the 'anti-bullying' log held in each classroom. This should include the names of the victim(s) and the bully/bullies, what happened and how it was dealt with.

8. Carry on watching.

Watch the situation - playtimes, lunchtimes and in the classroom. Talk to the victim and make sure it isn't still happening.

9. Review the situation with the bully.

When appropriate the punishments given can be removed. Praise their good behaviour and try to help them build a positive way of behaving.



Consequences of bullying.

There will be a structured and consistent approach to dealing with bullies. Each class teacher will be responsible for tracking children and making sure that appropriate action is taken. Below is a chart which shows what will happen:

No of incidents	Dealt with by ...	Sanctions	Support
1 - 3	Class teacher*	<ul style="list-style-type: none"> • Sat in isolation in class • Detention • Write a letter of apology • Loss of privileges 	<ul style="list-style-type: none"> • One to one support from our well-being worker • Discussion with parents
4 - 6	Phase leader*	<ul style="list-style-type: none"> • <i>As above - plus</i> • Behaviour contract/report • Seclusion at the BEST team 	<ul style="list-style-type: none"> • <i>As above - plus</i> • Behaviour training & support plan • Involvement of outside agencies
6+	Principal	<ul style="list-style-type: none"> • <i>As above - plus</i> • Possible exclusion 	<ul style="list-style-type: none"> • <i>As above - plus</i> • Primary Behaviour Support Unit

* Any serious incident would be dealt with immediately by the Principal - and could result in an immediate and permanent exclusion.

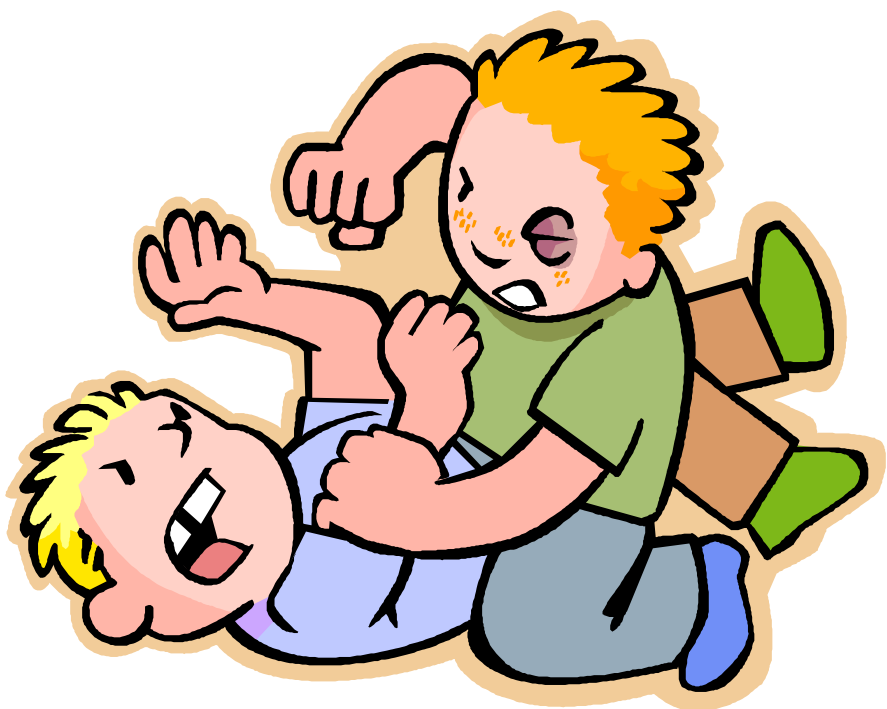


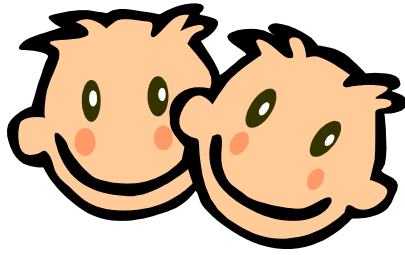
Support for victims of bullying

Once the bullying itself has been stopped it does not mean that the victim is 'okay'. The focus of support should not be just on the bully. Whilst it is important to try and make sure the bully doesn't do it again - we must make sure that the victim is helped.

The following list is a range of ways we can ensure that the victim is supported:

- Time to talk to the teacher
- Kept informed of what is happening to the bully
- Parents informed
- One to one support from our well-being worker
- Receive a letter of apology
- Support from outside agencies if appropriate





A Bullying Code

We do not put up with bullies – we want all children to feel safe and happy.

Walk away
from the bully.

TELL !

... a teacher

Keep away
from the bully.

Look out for people who are being bullied.

Politely ask the
bully to stop.

TELL !

... a friend

Share your
feelings with
someone.

Tell an adult if you see someone being bullied.



TELL !

... your parents



Write down your worries and put them in the worry box—someone will come to talk to you about what is happening.

There is always something you can do!