



Care, Collaboration, Challenge

Springfield Primary Academy

Anti-Bullying Policy

Statement of Intent

At Springfield Primary Academy we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. We have a statutory duty to 'safeguard and promote welfare' (Education Act 2002) and 'prevent all forms of bullying' (Education and Inspections Act 2006). 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.

What Is Bullying?

Bullying is any behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take place between pupils, between pupils and adults in school or between adults in school.

Bullying can be direct:

- Physical
- Verbal
- Non-Verbal

Bullying can be indirect:

- Cyber bullying

People are bullied for many reasons, or no reason. Bullying relates to 'difference' – real or imagined.

- Appearance
- Health
- Family or home circumstances
- Social class
- Race, Religion, Culture
- Disability/SEN
- Homophobia/Sexual Orientation
- Gender – Sexist, Sexual and Transgender

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

As a school we have a responsibility to respond promptly and effectively to issues of bullying. Our Behaviour Policy states that there is no place for bullying in our school. Everyone has the right to feel safe and secure whilst at school.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

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 suicide 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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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

Procedures

- Report bullying incidents to staff
- All incidents will be recorded by staff
- In all cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- Behaviour records will be monitored in order to identify any patterns of bullying

Outcomes

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

Prevention

As part of the personal, social and emotional development of our children we integrate all aspects of our anti-bullying policy into the curriculum. We will use a number of methods for helping children to prevent bullying. As and when appropriate, these will include:

- The positive reinforcement of our school rule, **'Do the right thing, in the right place, at the right time'**
- reading stories about bullying or having them read to a class or assembly
- writing stories or poems or drawing pictures about bullying
- making up role-plays and having discussions about bullying and why it matters
- Taking part in an annual national 'Anti-bullying Week'

This policy has been adapted from the Kidscape Anti-bullying policy

To be reviewed: September 2020

Senior Member of Staff responsible for behaviour: A. Willett