



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. 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 the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.
- Bullying can take place between pupils, between pupils and adults in school or between adults in school.
- It can be verbal, physical or psychological.
- It can happen indirect (online) or face to face (physical, verbal, non-verbal)

Bullying can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
- Racial taunts, graffiti, gestures
- Sexual comments, and or suggestions
- Unwanted physical contact

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 allegations of 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 teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- The AIC 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.

Prevention

Our school aims to prevent bullying by:

- Celebrating difference and diversity in all
- Having a strong anti-bullying ethos
- Developing staff skills in preventing and dealing with bullying

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 have an effective PSHE and Relationships and sex education curriculum, which teaches children about celebrating differences. We use the Jigsaw materials to support this. Additionally, we 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'**
- Provide children with a framework of behaviour including reward and rules which support the whole school policy
- Emphasise and behave in a respectful tone and help create a positive atmosphere
- Raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role play, discussion, peer support, school council etc
- Through the Principal keep the governing body well informed regarding issues concerning behaviour management
- Taking part in an annual national 'Anti-bullying Week'

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied, which may include but are not limited to:

- fear of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- 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
- is afraid to use the internet or mobile phone

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

Reporting allegations of bullying

- Report suspected 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

Investigating allegations of bullying

When parents have raised a concern about a potential bullying issue, it is important that they be assured that action will be taken. Our response is as follows:

- The teacher or Principal, will contact the parent making the report about your concern within one school day.
- Staff will talk to all parties concerned to establish what has happened and if the incident is considered bullying.
- Where necessary, the Principal will talk to the parents of the victim and the parents of the bully (this would usually be done separately) as soon as possible

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.

This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding.

Policy reviewed: May 2023

To be reviewed: May 2024

Senior Member of Staff responsible for behaviour: T. Storr