



Springfield Junior School

Anti-Bullying Policy

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Signed Chair of Governors	
Signed - Head teacher	

Springfield Junior School is committed to providing a caring, friendly and safe environment for all our pupils, so they learn in a comfortable and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be investigated and dealt with promptly and effectively.

What Is Bullying?

Bullying is defined as **deliberately hurtful behaviour**, which is **unprovoked, repeated** over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in **pain and distress to the victim**. Victims of bullying could be adults as well as children.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence or damage to another's property
- **SEN** unkind remarks over appearance, health conditions, disabilities or home circumstances
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on, the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging

Policy Development

This policy was formulated in consultation with the whole school community with input from Members of staff, governors, parents/carers, children and young people. Pupils contribute to the development of the policy through the school council, circle time discussions, anti-bullying committee etc.

Mrs K Parker, the Inclusion Mentor has developed a pupil friendly version to be displayed in home school and on our anti bullying display board. Parents/Carers are encouraged to contribute.

Aims and objectives of this policy

- The aim of this policy is to set out what bullying is, how we respond to bullying, and how we create a positive and anti-bullying culture and ethos.
- To reduce the instances of bullying throughout the school.
- All governors, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils, parents and carers 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, parents and carers should be assured that they will be supported when bullying is reported.

This policy was developed following consultation with staff, governors, pupils, parents and carers and is written in line with the DfE guidance-Approaches to preventing and tackling bullying: Advice for School Leaders, Staff and Governing Bodies' (Published 13 June 2018), the Behaviour policy, the Safeguarding policy, the Equality policy, the Acceptable Use policy for ICT, with advice and support from the Derbyshire Anti-Bullying Team.

Publication of information relating to the anti-bullying policy.

This policy is published on the school website and a hard copy can be obtained from the school office.

Roles and Responsibilities

The Head Teacher - Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Anti -bullying Coordinator in our school is: **Mr C Liddle.**

Mrs K Parker (Inclusion Mentor) is another key member of staff involved in Anti-bullying.

The governor responsible for Anti-bullying is Ms Liz Robinson

Definition of bullying behaviour

Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both children who are bullied and those who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

- **An Imbalance of Power:** Children who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm

others. Power imbalances can change over time and in different situations, even if they involve the same people.

- **Repetition:** Bullying behaviours happen more than once or have the potential to happen more than once.
(www.stopbullying.gov)

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

When dealing with bullying staff will:

- Respond sensitively.
- If the initial contact is not at an appropriate time then agree with the parent/child when it will be discussed further.
- Investigate the incident.
- Pass on details to the class teacher as soon as possible.
- Record all incidents of bullying for both parties, victim and bully as soon as possible.
- In the first instance meet with the bullies and victims individually.
- If appropriate facilitate a meeting between the bully and victim as an opportunity for the bully to understand how the actions have affected the life of the victim.
- Should the incident be repeated then the parents of both the victim and bully should be contacted as soon as possible, initially by the class teacher.
- In more serious cases, when a pupil is repeatedly bullying, the Inclusion Mentor, Assistant Headteacher or Head teacher will be involved to support the investigation and ensure subsequent actions are implemented.
- Where appropriate, liaise with other members of the senior leadership team to support the options available to support the victim and/or the bully.

The school will deal with bullying by:

- Ensuring that the whole school understands what bullying is, what a victim is and what a bystander is.
- Making clear that a zero tolerance approach to bullying is in place in school.
- Encouraging children to report incidents without feeling that they are telling tales.
- Stressing the role of the bystander- the person who can intervene and help the situation. We encourage the bystander to get involved as opposed to watching and colluding any bullying they witness.
- Taking incidents seriously, investigating, and if necessary, acting upon them quickly and fairly.
- Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both on the playground and in the classroom.
- Rewarding positive behaviour and relationships as outlined in our behaviour

policy and through individual class reward systems.

- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Anti-bullying week), through assemblies, visiting groups through drama and discussion, also through PHSE/SEAL/ASK teaching.
- Develop children's own resilience through a PHSE/SEAL/ASK curriculum. This may involve exploring feelings through role play and viewing bullying situations from both sides
- Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks and through the use of playground couches.
- Midday supervisors and TAs provide specific activities for children over lunchtime to encourage more cooperative play.
- Specific E-safety lessons regularly delivered by the class teacher.

Bullying Outside School Premises:

Where bullying outside school is reported to school staff, it will be investigated and acted on. Bullying will not be tolerated, and the Head teacher has a statutory power to discipline pupils for poor behaviour outside of the school premises. When appropriate, police will be contacted for advice and support.

Reporting and responding to bullying - (Advice for someone who is being bullied)

What to do if you are being bullied ...

- Tell an adult or somebody you trust what has happened straight away.
- Put a note in one of the Worry Boxes around school or use the Bully Button on the school website.
- Get away from the situation as quickly as possible.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

If you experience bullying by mobile phone text messages or e-mail ...

- Tell a friend, parent or teacher.
- Be careful who you give your mobile phone number or e-mail address to.
- Make a note of exactly when a threatening message was sent and save the evidence.

Who to report to if you have been bullied...

- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened.
- Put a note in one of the Worry Boxes around school.

- Use the Bully Button on the school website. An email message will be sent to Mrs Parker (Inclusion Mentor) and Mrs Hughes (Headteacher) who will respond to the message immediately.

Talking to your child if they are being bullied - (Advice for parents)

- Calmly talk with your child about his/her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.

How to report concerns about bullying.

- Make an appointment to see your child's teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with teachers about bullying.

- Try to stay calm and bear in mind that the teacher may not be aware of the incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved as well as how often it has happened.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

What school will do next?

- The school will keep a record of the bullying incident.
- The class teacher/anti-bullying champion will investigate the incident and report back their findings to the child and their parents along with any actions to take place.
- The school will keep an eye on the child/ren and keep in touch with the parents about any improvements or ongoing issues.
- Both parties will be offered support and ways to change their behaviour. If follow up action is required, then support may be put in place eg. weekly/fortnightly meetings, peer support/a buddy, things to do at break/lunch times so they are not alone or nurture

Recording bullying and evaluating the policy (Information for parents)

How bullying is recorded...

All bullying incidents are recorded on our "Bullying incidents report form".

The incidents recorded on these forms will be monitored regularly and any patterns/trends etc identified will be reported to governors and used to inform our practise.

Strategies for preventing bullying

- Anti-bullying week
- Regular Anti-bullying assemblies
- Route to resilience
- Restorative Justice
- Playground leaders
- Staff training

If you are not satisfied with how we handled your situation...

- Check with the school anti-bullying policy to see if agreed procedures are being followed. Make an appointment to discuss the matter with the Assistant head teacher, Inclusion Mentor or Headteacher.
- If still dissatisfied, please follow the Complaints Procedures a copy of which will be provided by the school.

If your child has bullying behaviour...

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Try to role model the behaviour that you expect from your child so that they can learn from this outside school.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/ she is cooperative or kind to other people.

This policy has been written by Mr Liddle (Anti-Bullying leader) in collaboration with the children, parents, staff and governors in February 2020. Review Date-February 2020