



PLAYLEARNACHIEVETOGETHER

Policy:

Anti-Bullying

Approved by the governing body on.....

Play together, learn together, achieve together.

SPRINGVALE PRIMARY SCHOOL

Anti-Bullying Policy



Introduction

This policy was created after a period of consultation with relevant stakeholders within school. It has been formally adopted by governors and reflects our approach at Springvale Primary School.

Aims and Principles

The policy is underpinned by the central aims of Springvale Primary and values held by the school community:

Aims of the school

- Springvale is committed to promoting high standards of academic achievement for all learners in all subjects.
- As a school we will continue to develop and instil key life skills and values in our pupils.
- We will encourage positive relationships and communications between home, our community and the wider world.

In particular, Springvale School has an inclusive approach to our provision. Our aim is always to involve all our children and stakeholders in all areas of the curriculum and school life. In accordance with our **Disability Equality Scheme** we recognise that this may mean making special adaptations or arrangements from time to time for children with specific disabilities. We welcome the involvement of disabled adults in all areas of school life.

Background Information

Springvale Primary School is a caring and open school, where parents, children, staff and the wider school community all know that their views and needs will be listened to, in both education and personal areas.

Aims of this policy

Everyone at Springvale School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support a no-bullying ethos.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying.

At Springvale School we aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and we will build an anti-bullying ethos in the school. We are also keen to work with pupils, families and staff to develop a greater understanding around what constitutes bullying and what are more commonly referred to as friendship issues, falling out or stand alone incidents.

Where it is proven, there can be no justification for bullying and Springvale School operates a zero tolerance policy.

Responsibilities

Staff:

- to investigate all serious incidents, informing parents and completing the Bullying Incident Report Form. The form should be returned to the Headteacher.
- to instigate the appropriate strategy to tackle the incident

Parents:

- to report concerns about bullying appropriately to the school ASAP
- to support the appropriate strategy instigated by staff
- to communicate as appropriate with the School

Pupils:

- to report to an adult in school, any incident either witnessed or which they have become aware of.

Governors:

- to review the Anti-Bullying Policy on a regular basis to ensure the relevant systems are in place and being operated effectively
- to nominate an individual Governor with responsibility for bullying
- to review and discuss any bullying incidents at the School Governing Body Meetings

What is bullying?

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the people concerned to defend themselves. This can take the form of name-calling, hitting or kicking, making a fool of someone, teasing or sending nasty notes, threatening violence, damage to another child's property, isolation, ridicule, extortion, or indirect action such as spreading unpleasant stories about someone. The hurt can be physical or psychological, inflicted by one child or a group. Bullying may be of the homophobic or cyber nature.

Bullying can involve the following issues:

Race/culture, class (wealth, poverty, speech, clothing) religion, disability, gender, homophobia. It can take place in school, out of school or be of a cyber nature.

BUT it is NOT bullying when two children of similar age and strength have the occasional fight or quarrel.

Strategies for Tackling Bullying

Prevention is better than cure so at Springvale we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. Miss Dorothy Dot Com, Circle Times, Class and School Councils are all possible starting points for discussions about bullying.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents on a Bullying Incident Report Form (see Appendix) and the contents of the form will be shared with the parents at relevant meetings and reported to the next Governor's meeting. There will be an opportunity for the accused child to respond with their point of view. The class teacher of the victim will be responsible for this and will be required to give a copy of the report and the action taken to the Headteacher. Older pupils may be asked to write a report themselves.

The report should include a review date in order to monitor effectiveness of the action agreed.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving

approach may help to encourage children to find their own solutions. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as Circle Time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Using a buddy system, or peer counselling possibly with pupils who already hold a position of responsibility, such as School Council members can also be beneficial.

Parental Involvement

All concerns and problems with regard to bullying in school should be communicated to the Headteacher who will deal with them sensitively. It is very important for all our school community to realise that bullying is a very serious issue and must not be dealt with flippantly.

The parents of bullies and their victims will be informed at the earliest opportunity of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Children are reminded regularly that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer.

Monitoring, Evaluating and Reviewing the Policy

Whilst there is little history of bullying at Springvale, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. The Governing Body, through the working party, will be responsible for reviewing the policy on an annual basis. Where necessary we have and will call on outside resources such as the Behaviour Support Service etc. to support our action.

Springvale Primary

Bullying Incident Report Form

Date

Name of Pupil _____ Year

Details of incident

View from the other child/ren involved

Incident reported to

Action taken

Signed by Pupil _____

Signed by Class teacher _____

The situation will be monitored on an ongoing basis.