

ANTI-BULLYING POLICY

Rationale

At Swanmore Primary School we aim to provide a learning environment which is secure, happy, positive, supportive, and conducive to caring relationships where every individual member of our school community is respected and appreciated. This policy also reflects the school's Christian values of honesty, charity and respect.

Principles

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Schools will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

What is Bullying? (DfE definition 2014)

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Bullying can be:

- Verbal: Name-calling, sarcasm, spreading rumours, teasing
- Emotional: Being unfriendly, excluding, tormenting, mocking, imitating (eg taking belongings, hiding pencil cases, emptying bags, threatening gestures)
- Physical: Pushing, kicking, hitting, punching or any use of violence
- Sexual: Unwanted physical contact or sexually abusive comments
- Cyber: Malicious use of the internet and mobile phones including social networking sites, email, video, texts and calls
- Prejudice: Showing prejudice, which can develop into bullying
- Racist: Racial taunts, graffiti, gestures etc.
- Homophobic: Negative attitudes towards homosexuality and use of homophobic language

Identifying Bullying.

At Swanmore Primary school we are committed to ensuring the children's safety and well-being. It is therefore of utmost importance to take any allegations of bullying seriously and ensure that they are investigated and followed up.

To support this the children, during 'Friendship week (anti-bullying)', adopted a principle of identification that was worked on by the School Council.

There are three tiers to this identification.

If someone says or does something that is unintentionally hurtful, and they only do it once, they are being **RUDE**. If someone says or does something that is intentionally hurtful, and they only do it once, they are being **MEAN**. If someone says or does something that is intentionally hurtful, and they keep on doing it, even if you ask them to stop, that is **BULLYING**.

At Swanmore Primary School we also recognise and follow the acronym S.T.O.P when identifying if behaviour is bullying; this stands for:

S- several

T- times

O- on

P- Purpose.

What will the school do to stop bullying occurring?

- Raise awareness through the curriculum and whole school assemblies, eg circle time, PDL, themed weeks, school council discussions.
- Give pupils opportunities to talk about bullying in general.
- Supervise key areas of the school.
- Establish a procedure for investigating incidents.
- Promote an atmosphere of openness, encouraging anyone who is being bullied to report to an adult.
- Provide children with a system where instances of bullying can be reported in confidence.

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (a member of the Senior Leadership Team/DSL).

- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

When bullying is reported, it will be managed through:

1. Listen to the child's concerns, recording their account with dates and names. Types of behaviours and regularity will be explored to gain as full an understanding as possible.
2. Teachers will speak with the child/ren involved and gain an understanding of their perspective and record their findings on the same behaviour record sheet.
3. The reporting child will speak to the same adult should there be any issues, so the 'adult builds a picture'.
4. Where concerns are reported from parents, the teacher will feed back to them as soon as is practicable.

When bullying behaviours are identified:

5. Teachers will share with the parents of the children so they are aware.
6. Where behaviours are bullying, the issue will be passed to the headteacher or deputy headteacher to follow up on. Otherwise the behaviour will be managed in accordance with the school's behaviour policy.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher (or a member of staff) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The Responsibilities of All

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

Procedures for dealing with reported incidents of bullying.

Steps taken to support and respond to the needs of both bullied and bullying

Pupils:

- Records kept
- Action which may be taken
- Contacting parents/carers of all pupils concerned in the bullying incident.

- Investigation.
- Feedback to those concerned.
- Sanctions in line with the Behaviour Policy.
- Contacting relevant professionals eg. Behaviour Management Team, Education Psychology, SEND Team

Continuous professional development of staff.

At Swanmore Primary School we are committed to ensuring that all staff have up-to-date knowledge of anti-bullying principles. Staff will therefore attend courses specific to the needs of the school and to the needs of the identified individual(s).

This policy should be read in conjunction with the following policies:

- Behaviour
- Child Protection
- Keeping Children Safe in Education

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