



# Southfields Primary School

## Anti-bullying Policy

**Date agreed: 1<sup>st</sup> September 2023**

**Review Date: 1<sup>st</sup> September 2024**

This policy, having been presented to, and agreed upon by the whole staff and Governors, will be distributed to:

- All teaching staff
- School governors

A copy of the policy will also be available in:

- The Staffroom
- The Head's office
- School website

This will ensure that the policy is readily available to visiting teachers, support staff and parents.

Southfields Primary is totally committed to social justice and improving life chances for potentially vulnerable children. It is dedicated to sharing its work and findings beyond the school to improve outcomes for as many children as it can reach and has a particular specialism in Speech and Language development.

## **1. Introduction**

Southfields Primary School promotes values which reject bullying behaviour and promote co-operative, positive behaviour. Tackling bullying matters.

This policy has been developed and implemented in consultation with the whole school community. It was written with reference to the Equality Act 2010.

This policy should be read alongside our policies on Promoting Positive Behaviour, Equality and Diversity, Teaching and Learning, Special Educational Needs and Safeguarding.

Parents of both parties will be informed.

## **2. Statement of Intent**

Southfields Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

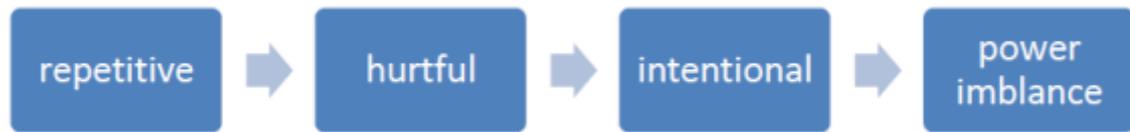
Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Inclusion Deputy headteacher and SLT who support the year group of the pupil as well as headteacher. A clear account of the incident will be recorded using our online safeguarding system, MyConcern. All staff will be informed so that close monitoring of the victim and bully can begin. We will also support our investigation into bullying or unkind behaviour that could lead to bullying with CCTV, staff on duty and staff members who have a good knowledge of the pupils involved. The Inclusion Deputy head will log incidents of bullying on our bullying log which is also supported with an ABCC behaviour full account and any video evidence.

## **3. What is bullying?**

We recognise that many children and young people may experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Southfields Primary School, our definition of bullying is:

**“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”.**



#### **4. Why is it important to respond to bullying?**

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils’ wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

**Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.**

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

#### **5. Types of bullying behaviour**

Bullying can take many forms and some examples are outlined below:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic- bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

## 6. Preventing bullying

As a school we teach the pupils about 'Protected Characteristics' and we promote 'British Values' and the 'Rights of Children' this is taught weekly in assemblies as well as planned through our PSHE curriculum. We teach our pupils about bullying to fully understand that we as a school have zero tolerance.

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy
- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground pals.
- Thinking about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Providing assurances to the child that concerns have been listened to and action will be taken.
- Considering who else is involved and what roles they have taken.
- Sending a clear message that bullying will not be tolerated.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, nurture support.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.
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## 7. Reporting Bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peer mentors or buddies

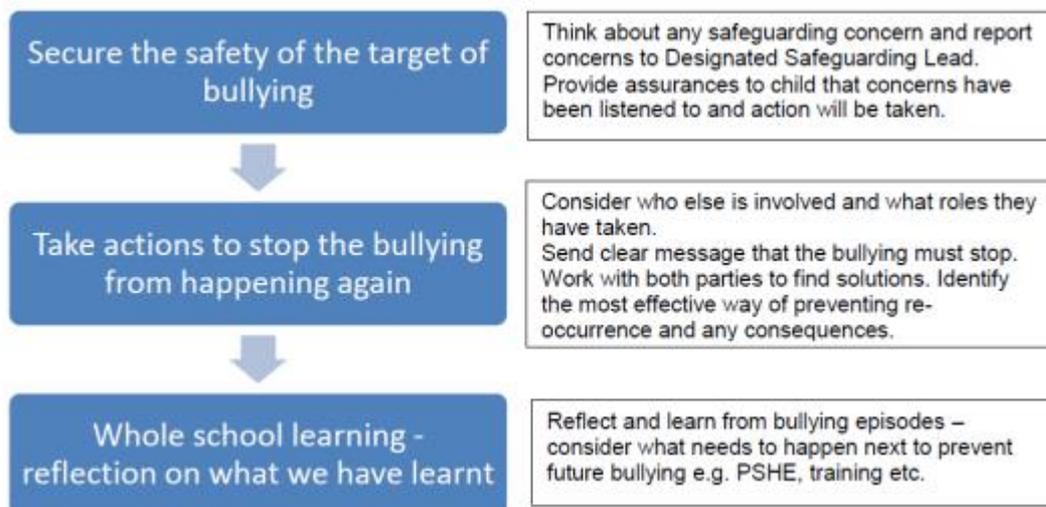
Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to the class teacher in the first instance.

When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

## 8. Responding to bullying



We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through our collection of pupil voice and our School Council meetings.

All staff are required to notify a bullying and prejudice-based incident by reporting on our online safeguarding system, MyConcern. This should be completed as soon as possible and given to the Designated Safeguarding Lead.

## 9. Procedures for parents

If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent believes bullying is the issue, the matter will be referred to the Deputy headteacher and DSL. The headteacher is also always informed of any bullying concerns at Southfields Primary School and monitors the situation carefully.

If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Inclusion Deputy Headteacher and DSL or contact the headteacher who is available on the entrance gate daily to make an appointment.

The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.

Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.

The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

If parents feel that their concern has not been dealt with appropriately, they should follow the school's complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

### Planned events this year include:

Anti-bullying week 2023 Monday 13<sup>th</sup> – Friday 17<sup>th</sup> November where the school has planned different activities to raise awareness of anti-bullying for our pupils and school community. Odd socks Monday launches the week and this year's theme is 'Make a Noise about Bullying' From the playground to Parliament, and from our phones to our homes, let's make a noise about bullying. The sessions will include when Banter becomes bullying understanding the difference between 'banter, arguments and bullying'



we have signed up to the United against bullying programme and will be promoting the antibullying wrist bands to remind pupils about the lessons they have learnt.