



## **SPRINGWOOD PRIMARY SCHOOL** **ANTI-BULLYING POLICY**



At Springwood Primary School we believe that every child has a right to be happy and safe. We are all responsible for maintaining this ethos. Bullying is unacceptable and will not be tolerated.

The school is opposed to all forms of prejudice and discrimination based on race, gender, faith, language, sexual orientation, disability, age or any other status. Language or behaviour, which is racist, sexist, homophobic or potentially damaging to any group will not be tolerated and will be challenged.

The aim of this Anti-bullying policy is that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is defined as:-

- Persistent
- Deliberate
- Unfair

Our children understand this definition as they are taught it through our circle time activities, 'Say no to bullying' and through our assembly themes. There are four types of bullying:-

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (text messages, in-game messaging, social media platforms, emails)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

In some instances the nature of the type of bullying could lead to the school invoking child protection procedures in line with our Child Protection Policy.

The school's teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Measures to prevent bullying**

- All teachers and pupils will be made aware of the seriousness of bullying and the responses to be taken when it happens.
- All adults will take seriously any reports or incidents of bullying.
- It will be made clear to pupils that bullying must be reported immediately.
- Both teachers and midday supervisors are trained and made aware of the possibilities of bullying.
- Our school vision statement, "Achieve, succeed and be happy", the United Nations Convention Rights of the Child (UNCRC) and our rules for behaviour (Behaviour policy) apply in the school building and playground. These rules are reinforced using a positive approach focused on Rights and Responsibilities.

- Pupils will have opportunities in Circle Time, and Health and Wellbeing sessions to discuss bullying scenarios and what can be done. Self-esteem, confidence and assertiveness training are also featured.
- A peer support system exists in the school in which older pupils are trained to be friends with and help younger ones.
- There is a School Council and those pupils who are members can discuss ways of dealing with bullying.

## **Implementation**

### **School**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or by the SLT.
- A clear account of the incident will be recorded and given to the headteacher.
- The headteacher or a member of SLT will interview all concerned and will record the incident using My Concern.
- Staff will be kept informed.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned. (See Behaviour Policy)

### **Pupils**

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support
- Restoring self-esteem and confidence.
- Referral to CAB (Cardiff Against Bullying) or 'Show Racism the Red Card' for advice and support as required.

Pupils who have bullied will be dealt with by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and discussing rights and responsibilities.
- Informing parents or guardians to help change the attitude of the pupil.
- Asking if they feel the outcomes are fair.

Both parties, including their parents/carers and adults involved will have the opportunity to take part in a restorative meeting so that an agreed way forward can be found in a structured, non-judgemental manner.

- The following sanctions could apply whilst following our Behaviour Policy:
- Official warnings to cease offending (through Good to be Green cards)
- Time out
- Exclusion from certain areas of school premises
- Fixed-term exclusion.
- Permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through PSE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### **Monitoring and Evaluation**

The headteacher will be responsible for monitoring the implementation of the policy and whether the strategies are effective in preventing and reacting to bullying in this school. The Governing Body will receive the headteacher's monitoring report and will evaluate the effectiveness of this policy on the basis of this report.

**Reviewed: July 2020**

**Review:** July 2021