

Anti-bullying Policy



Statement of Principle

Everybody at Swansfield Park School actively promotes a friendly atmosphere that is safe, secure and fosters confidence and mutual respect.

All the stakeholders believe that bullying is always unacceptable and it will not be tolerated within our school community, whether committed by children or by adults.

We endorse the statement of principle of Northumberland County Council and seek to provide a safe, secure and positive environment where:

- Children can achieve their potential, making full use of the opportunities available to them
- Children involved have the right to have themselves and their property treated with respect and to be free from intimidation.

Aims

As a school we seek to:

- Ensure that all children and adults have the right to be healthy, stay safe, enjoy and achieve and make a positive contribution all without fear of intimidation.
- Promote a range of preventative measures through assemblies, the PSCH curriculum (Personal, Social, Citizenship and Health Education) and supporting national Anti bullying initiatives.
- Actively listen to children and where appropriate their parents or carers.

The anti-bullying policy is implicitly part of this school's management of behaviour as outlined in the behaviour policy and is supported by child protection, e-safety and confidentiality policies.

The Nature of Bullying

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally. Bullying can be short term or continuous over long periods of time. This can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical:** pushing, kicking, biting, hitting, punching or any use of violence.
- **Racial:** racial taunts, graffiti, gestures
- **Sexual:** unwanted physical contact or sexually abusive comments
- **Homophobic:** because of, or focussing on the issue of sexuality direct or indirect
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing
- **Cyber bullying:** all areas of internet ,such as School 360, email and internet chat Twitter, Facebook misuse, mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles,

Bullying is different from random acts of aggression. It includes different sorts of negative behaviours including physical, psychological, social and verbal; examples of such are teasing, intimidation, name–calling and isolation. It causes distress to vulnerable children who suffer over a period of time.

Bullying should always be taken seriously. All bullying is unacceptable.

Bullying is deliberately hurtful. It typically has seven elements:-

1. an initial desire to hurt
2. the desire is expressed in action
3. someone is hurt either physically or emotionally
4. there is an imbalance of power
5. it is without justification
6. it is typically repeated
7. there is evident enjoyment by those who bully

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Recognising Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts to runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or “ go missing”
- asks for money or starts stealing money
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

- is nervous and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

PREVENTION OF BULLYING WITHIN THIS SCHOOL

Incidences of bullying within this school can be significantly reduced if:

- There is adherence to the five golden rules
- Collective worship addresses the issue of bullying
- P.S.C.H.E. develops assertiveness and addresses issues
- The school council members and year 4 buddies act as peer mentors and encourage children to use the “friendship stop” in the playground
- Whole school involvement in national and local initiatives to promote anti-bullying messages eg. National anti- bullying week
- The trained Emotional Literacy Support Assistant will provide work with vulnerable children
- All staff act as behaviour role models by being assertive and dealing seriously and professionally with all situations occurring within school
- Staff will supervise children at all times and support colleagues on duty
- Pupils will be encouraged to take independent responsibility for their own behaviour
- Staff will undertake appropriate training to support our anti-bullying policy
- The E safety policy provides advice regarding cyber-bullying
- We have a deliberate policy of grouping and regrouping children to facilitate familiarisation
- Parents alert staff about any changes in their child’s behaviour or attitudes to school

RESPONSES TO BULLYING WITHIN THIS SCHOOL

Acts of bullying will be identified by use of the checklist (see appendix 1)

All incidences will be dealt with in accordance with the severity clause outlined in the behaviour and discipline policy.

The following procedures will be followed:

- All staff will actively listen and believe the child
- All parties will be interviewed separately
- Parents will be informed and involved from the beginning
- Victims need to have emotional support in the form of a peer support team and a named member of staff
- Victims will be offered support from the Emotional Literacy Support Assistant or referred to the behaviour support team at LIST
- Support strategies will be implemented such as staggered lunchtimes, change of seating arrangements in class
- Those undertaking acts of bullying will be given positive behaviour targets and be supported to build up their self-esteem
- Sanctions will be negotiated and may include withdrawal of privileges or restitution if necessary
- All parties involved will discuss the incident either together or separately and agree the way forward
- External agencies will be involved, if necessary to support resolution.

Parents need to be aware:

Not to:

1. Attempt to sort the problem out themselves by speaking to the child whom they think may be behaving inappropriately towards their child or by speaking to their parents.
2. Encourage their child to be 'a bully' back. Both of these will only make the problem much harder to solve.

Help Organisations:

Advisory Centre for Education (ACE) **020 7354 8321**

Children's Legal Centre **0845 345 4345**

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) **0845 1 205 204**

Parentline Plus **0808 800 2222**

Bullying Online **www.bullying.co.uk**

Kidscape website **www.kidscape.org.uk** for further support , links and advice.
For a copy of Kidscape's free booklets "*Stop Bullying*", "*Preventing Bullying*" and "*You Can Beat Bullying*", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to: Kidscape 2 Grosvenor Gardens London SW1W 0DH

Monitoring and Evaluation

All incidents of bullying will be recorded on SIMS and termly returns will be forwarded to the Local Authority.

Analysis of these records will support the evaluation of this policy.

Katherine Williams is the nominated governor with responsibility for the Anti-bullying strategy and along with the headteacher, she will monitor the occurrences of bullying annually through carrying out discussions with a focus group of children.

This policy will be reviewed annually during the spring term.

The governing body has formally adopted this policy.

Review Date: **March 2017**

Signed.....

Date.....

Sara Walton

Chair of Governors

29th February 2016