

Springfield Primary School

Anti-Bullying Policy

Approved by Governing Body: September 2015

To be reviewed: September 2017

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Chair of Governors

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We are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all children must tell and know that incidents will be dealt with promptly and effectively. All governors, teaching and non-teaching staff, should have an understanding of what bullying is, know what the school's policy is and follow it when bullying is reported. All children and parents should know what bullying is and what to do if bullying is suspected. We will work to achieve this through consultation, the sharing of information and a range of proactive preventative work detailed in this policy. Bullying can occur in any situation in which more than one person is present. It is symptomatic of an imbalance of power, is always deliberate and repetitive and results in pain and distress. It can take many forms but the main types are:

- physical (hitting, kicking, taking belongings)
- verbal (name-calling, insulting)
- indirect (spreading nasty stories about someone, excluding someone from social groups).

Aims

In our school we aim to create an atmosphere of tolerance, care and respect for each other. Our approach to the development of a caring and considerate school will promote behaviour characterised by:

- trust
- consideration
- co-operation
- care
- honesty
- sharing
- respect
- good manners

Preventative measures

- promotion of a caring community
- rewards for acceptable behaviour
- verbal praise/constructive criticism
- non-confrontational practices
- clear, fair, enforceable rules
- consistency of staff approach
- clear sanctions
- inclusion of parents at an early stage
- helping children understand- ownership of their own behaviour
- targeting of behaviour
- discussion in class/assemblies about possible consequences
- discussion about how to report bullying.

In our school we cultivate a caring ethos on a daily basis through our assemblies. Themes such as friendship, conflict, power and trust can be used as a basis for follow up class discussions. Circle time and PSHE sessions also help to raise awareness amongst pupils which challenges bullying behaviour, increases understanding for bullied pupils and helps build an anti-bullying ethos in the school.

Dealing with incidents of bullying

- All reported incidents are taken seriously.
- All incidents of bullying are investigated and dealt with immediately.

- In the first instance we deal with the child who is bullying and the child who is being bullied separately.
- We bear in mind the needs of the different groups.
- We clarify the facts and evidence by involving and interviewing any witnesses.
- Following these stages we decide on the appropriate action. These would include any number of the following :
apologies, sanctions (in line with the school's discipline policy), informing parents, curriculum lessons (PSHE).
- We believe that the action taken must meet the needs of the victim and seek to change the behaviour of the bully.
- If necessary a follow up meeting with parents is arranged to report on progress.
- All relevant staff are informed of the incident and the action taken.
- If appropriate a written record of incidents, interviews and the action taken is kept.