

Springfield Infant School and Nursery



Anti- Bullying Policy

Statement of Intent

At Springfield we have a positive and therapeutic approach to discipline, we successfully support children in all aspects of their behaviour and as a consequence incidents of bullying are rare. We are committed to providing a caring, friendly and safe environment for all 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 pupils must be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet) and it is often motivated by prejudice against 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.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Verbal name calling, sarcasm, spreading rumours, teasing
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Cyber All areas of internet, such as email and internet chat rooms' misuse
Mobile threats by text messaging and calls
Misuse of associated technology i.e. camera and video facilities

Bullying may be distinguished from other unacceptable forms of behaviour as it is premeditated and usually forms a pattern of behaviour rather than an isolated incident.

Bullying will not be tolerated in this school and staff must act, and be seen to act, firmly against such behaviour whenever and wherever it happens. All incidents will be reported to the Head Teacher. They will be investigated thoroughly and, if substantiated, taken seriously and acted upon.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

Schools have a responsibility to respond promptly and effectively to issues of bullying. They will consider any incidents of bullying, beyond the school gate, which are reported to them. All parties will be offered the appropriate support.

Objectives of this Policy

- To prevent all forms of bullying amongst children.
- For all Governors, Teaching and Support Staff, children and parents to understand what bullying is.
- For all Governors, Teaching and Support Staff to know what the school policy is on bullying and follow it when bullying is reported.
- For all children and parents to know what the school policy is on bullying, and what they should do if bullying arises.
- As a school, we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

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)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts to threaten suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Comes home starving (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

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Children are encouraged to report incidents that result in their feeling threatened, unhappy or tearful. This could be through a parent.
2. Any concern will be dealt with immediately.
3. Each child involved in the incident will be spoken to separately.
4. The talks will not be confrontational, the premise is that there is a problem and the bullied pupil is unhappy and has experienced bullying.
5. A record of the bullying incident will be placed in the bullying register, which is kept in the Head teacher's office.
6. The Headteacher will contact the parents of children involved in a bullying incident.
7. Recorded incidents once investigated will be reported to the school Governors.

Prevention

The school strives to create an ethos of outstanding positive behaviour, where pupils treat one another, and the school staff, with respect because they know that this is the right way to behave. We teach values of respect for everyone and a clear understanding of how our actions affect others. We expect our staff and older pupils to set a good example to the rest. To comply with its quality duty, the school has due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

Intervention

The school will apply disciplinary measures to pupils who bully, to show clearly that this behaviour is wrong. Disciplinary measures will be applied fairly, consistently and reasonably, taking account of any special educational needs or disabilities that the pupils may have and considering the needs of vulnerable pupils.

A formal review of this Policy will take place annual.