



Simonside Primary School Anti-Bullying policy

Head teacher	Mrs D Scott
Date	November 2021
Chair of Governors	Mrs S Harrison
Person responsible	Mrs N Sultan
Next review date	November 2022

Introduction

This policy has been written to comply with DFE advice on Behaviour and Discipline in Schools – September 2020 and 'Preventing and Tackling Bullying' – July 2017. It should be read in conjunction with the School's Behaviour Policy, the SEN policy, the Child Protection and Safeguarding Policy and the E-Safety Policy. At Simonside, we are committed to developing an anti-bullying culture, where the bullying of children, adults or parents will not be tolerated.

Aims:

- To define the term bullying (including cyber-bullying).
- To promote a safe and happy environment, where pupils and staff are free from threat or any type of bullying.
- To show our commitment to overcoming bullying by adopting a zero-tolerance approach.
- To ensure that everyone in the Simonside Primary School community is aware of their role in fostering knowledge and attitudes, which will be required to achieve the above aims.

Definition

We define bullying as harmful behaviour towards a person, repeated over time. It involves a person or a group of people deliberately harming another person, either physically or emotionally. Bullying often involves an imbalance of power from the perpetrator to the victim and often leads to the victim not being able to defend themselves.

Bullying takes many forms. The most common ones are:

- Verbal – name calling, talking about a child behind their back, spreading gossip, making threats, belittling,
- Physical – hitting, pushing, poking, nipping, biting, or initiating fighting
- Indirect – spreading malicious rumours, excluding a child from play or stealing/ damaging equipment,
- Online/cyber bullying – sending offensive message or images through text, social media, or gaming devices.

Bullying is often motivated by prejudice against certain groups, for example on the grounds of sexuality, race, gender, disability, or religion. Quite often, some behaviours (one-off playful teasing, rough play – where hard is not intended, a one off fight between pupils) can be mistaken for bullying and although we will aim to resolve such incidents, they will not be treated as bullying.

What is cyber-bullying?

Cyberbullying is bullying with the use of digital technologies. It can take place on social media, messaging platforms, gaming platforms and mobile phones. It is **repeated** behaviour, aimed at scaring, angering or shaming those who are targeted.

Examples include:

- Spreading lies about or posting embarrassing photos of someone on social media,
- Sending hurtful messages or threats via messaging platforms,
- Impersonating someone and sending mean messages to others on their behalf.

Face-to-face bullying and cyberbullying can often happen alongside each other. But cyberbullying leaves a digital footprint – a record that can provide evidence to help stop the bullying.

www.unicef.org

Why is bullying bad?

Bullying is harmful to people because those who are bullied are more likely to experience: depression, anxiety, increased feelings of sadness and loneliness, changes in sleep and eating patterns, and loss of interest in activities they used to enjoy.

No one has the right to hurt another person or make a person feel bad. Everyone has the right to feel safe and bullying is not OK for anyone.

<https://camhs.elft.nhs.uk/Conditions/Bullying>

Staff guidance for dealing with bullying behaviour

At Simonside, we take bullying seriously and are able to identify signs of bullying. We look out for the following indicators that a child may be being bullied:

- A deterioration in schoolwork,
- Appear to be playing alone and have no obvious friends,
- Has a loss of appetite,
- Appears anxious and has a low self-esteem,
- Appears sad, moody, teary, or even depressed,
- Makes excuses as to why they need to go home from school or can't come into school.

Reporting of Incidents and responding to bullying behaviour

All reports of Bullying from children or adults are taken seriously.

- At Simonside we adopt the Respond/Reinforce/Reassure procedure for responding to discriminatory comments.
- There is a clear reporting procedure in place where teachers would initially investigate the situation and where necessary, incidents are then passed onto Safeguarding leads in school (Head Teacher/Deputy Head Teacher/Inclusion & Attendance Coordinator) and then reported on CPOMS (our software for the recording of all safeguarding, well-being, and pastoral issues).
- If a situation cannot be dealt with immediately and effectively by the class teacher, a member of the Safeguarding Team or Wider Leadership Team would be involved and would investigate further.
- All relevant members of staff (including lunchtime staff) are informed and situations are monitored rigorously.
- Any incidents which come under the definition, as outlined above, are recorded as 'bullying incidents' and are reported to parents or carers of the pupils involved. They may then be reported to governors.
- When an incident of bullying is reported, both the perpetrator and victim, as well as any witnesses will be interviewed in a supportive manner.
- Once the evidence is gathered and if bullying is confirmed, then the alleged bully will be interviewed, during this interview they will be expected to discuss how their behaviour has made another feeling feel and what effect their

behaviours have had on the victim and those around them. They will be given the opportunity to apologise.

- If bullying behaviour is identified, then both the victim and perpetrators parents will be informed.
- Where appropriate, pupils may attend small group sessions with our member of staff responsible for inclusion to support the repairing of any relationships.
- The situation will be monitored in the following weeks and staff will check that the perpetrator has made the necessary changes to their behaviour.
- Where appropriate there may be an implementation of sanctions from the school's behaviour policy.
- Children may be subject to internal exclusion from the class, temporary fixed-term exclusion from school or in very severe cases a permanent exclusion from school – with agreement of the Governing Body (Parents have a right to appeal to the Governing Body against the decision).
- In some circumstances, outside agencies, such as Healthy Minds or The Emotional Resilience Team may be contacted to support children and families.

Advice for Parents and Carers

At Simonside, we would request that all parents follow the advice below when dealing with any concerns that their child may be being bullied or that their child is bullying another child.

- Please report any concerns of bullying to your child's Class Teacher or your child's Phase Leader (EYFS/KS1 – Miss Pearce, Lower KS2 – Mrs Lowe, Upper KS2 – Mrs Sultan).
- Please do not attempt to sort the problem out yourself by speaking to the child, who you believe to be demonstrating this behaviour, or by speaking to their parents.
- Please do not encourage your child to 'hit back' either verbally or physically.
- Look out for any changes in your child's behaviour, such as not wanting to come to school.
- If you believe your child has been the victim of bullying, remind your child that is not their fault that they have been bullied and should not be ashamed by what is happening to them
- Always take an active role in your child's education, enquire how their day has been, ask them who they have spend their play and lunchtimes playing with.
- If your child has reported an incident of bullying to you (whether it is their friend who is being bullied or in fact the bully), please report this immediately to your child's Class Teacher or Phase Leader.

Prevention and intervention

Throughout the year we have several opportunities where both pupils and staff are given the opportunity to develop their knowledge of bullying and the prevention of bullying, this takes the form of:

- School is a member of Kidsafe and one member of staff is trained to deliver this programme.
- Our school participates in annual events, such as 'Anti-Bullying Week' and 'No outsiders Week' which both promote an inclusive school environment.
- We engage in assemblies which tackle bullying at various intervals throughout the year.
- In school, we use our PSHE curriculum to address issues around bullying, as well as circle time activities to discuss feelings and emotions.

Useful links:

<https://www.ncb.org.uk/>

<https://www.supportline.org.uk/problems/bullying-at-school/>

<https://www.nationalbullyinghelpline.co.uk/contact.html>

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

<https://www.kidsafeuk.co.uk/>