

Springfield Junior School

Anti-Bullying Policy



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Springfield Anti-Bullying Policy May 2023

The Anti-bullying Policy directly relates to:

Behaviour Policy

Special Educational Needs /Disabilities

Equality Policy

Online Safety Policy

Safeguarding and Child Protection

Aims and Expectations

At Springfield Junior School, our primary aim is that every member of the school community feels valued and respected. We are a caring community, whose ethos is built on core values of mutual trust and respect for all, directly linked to British Values. This policy aims to help children to grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school community. As a result, this allows learners to uphold our school values:

Persevere + Believe + Learn = Achieve

The school Anti- Bullying policy is designed to support the way in which all members of the school can live and work together in a supportive way. This policy aims to give every member of the school community a voice and allow them to raise concerns if they have them.

The Anti-Bullying Policy is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn. The school expects every member of the school community to behave in a considerate way towards others and aiming to promote good behaviour. Bullying is not tolerated at all.

All children are treated equally and the Anti – Bullying Policy is implemented in a consistent way, taking into account Special Educational Needs and Vulnerable pupils and making reasonable adjustments where required.

Convention on the Rights of the Child

As a school that respects the rights of the children and adults in our school family, community and beyond, it is important to us that this policy adheres to articles from UNICEF’s Convention on the Rights of the Child (UNCRC).

Our School Charter September 2021:

- Article 28 – We have a right to learn
- Article 12 and 13 – We have a right to be heard and different opinions are respected.
- Article 24 – We have the right to be healthy.
- Article 2 – We have a right to be treated equally.
- Article 19 – We have the right to be safe.
- Article 31 – We have the right to relax, play and join a variety of groups.

Any bullying behaviours from pupils that prevent others access to these rights will not be tolerated.



Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents will have an understanding of what bullying is.
- All governors and teaching and non-teaching staff will know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group (repeated over time) that intentionally hurts another individual or group either physically or emotionally.

Bullying is unkind, deliberate behaviour which occurs over a short term or can be continuous over long periods of time.

*Children sometimes fall out with friends or make hurtful comments when they are angry. This is **not bullying**; these are **incidents**. These can be without intent to hurt, an accident or thoughtless. These are often **isolated** events. Friendship issues occur occasionally and may consist of several incidents over time. Whilst not bullying, they can still be upsetting and should be dealt with by the school.*

Bullying or an Incident may include:			
Name – calling	Teasing	Physically hurtful behaviour	Verbally hurtful behaviour
Threatening behaviour	Theft or damage to property	Excluding from groups/activities	

The difference between **Bullying** and an Incident is that Bullying is **intentional, persistent and targeted over a period of time**.

Incidents are investigated and recorded to ensure that they are not examples of bullying.

There are different types of Bullying

Emotional	Physical	Racial	Sexual	Homophobic	Direct/ Indirect verbal	Cyber Bullying
Being unfriendly, excluding, tormenting	Pushing, kicking, biting, hitting, punching or any use of violence	Racial taunts, graffiti, gestures	Unwanted physical contact or sexually abusive comments	Focussing on the issue of sexuality	Name calling, sarcasm, teasing, spreading rumours, threats, intimidation and social exclusion	Misuse of technology including areas of the internet and social media, messages and calls.

In view of the changes to Keeping Children Safe in Education 2022, as a school, we are aware of how child-on-child abuse can affect young children. All members of staff are aware of what indicators to look for and also what course of action to take.

Bullying can be related to:

Race, gender, religion culture, SEN or disability, appearance or health conditions, home circumstances sexual orientation, sexism or homophobia.

Bullying can take place at school, on the journey to and from school, on residential trips and online. This policy should be read in conjunction with the Online Safety Policy which allows pupils to use Self-Referral Forms which allow pupils to report concerns they have online. Bullying can take place in group activities and between families in the local community.

Perpetrators and Victims of Bullying

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by;

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc.

Staff at Springfield are vigilant in identifying these incidents and try to prevent it from happening. When dealing with incidents, staff aim to be fair, consistent and effective in their response.

Some pupils, such as those with SEND needs may not be aware that they are being bullied, so staff may raise concerns from their observations. Vulnerable pupils are also monitored as those facing difficulties outside of school, or those with emotional or mental health issues may face increased risk of being the victim or perpetrator of bullying behaviour.

Staff receive regular safeguarding training which includes training to recognise and respond to Child-on-Child abuse.

We recognise that bullying has a significant impact on young people and victims are likely to need support throughout the investigation and response period, and afterwards for as long as it's needed. We have a range of pastoral staff that could be allocated to this.

We recognise that children who perpetrate bullying activity may be being abused themselves; we will continue to safeguard them and provide with support. We also have a responsibility to ensure that the alleged perpetrator continues to receive a suitable education but may need to plan for a range of adaptations to reduce any risk posed to other pupils.

There will be a consequence for the perpetrator following an incident of child-on-child abuse or bullying. The level and severity of response will be decided with reference with the school's behaviour policy.

Prevention

At Springfield, we aim to minimise the opportunities for incidents by maintaining appropriate levels of supervision and using a positive behaviour management approach.

Children are important in the prevention of bullying and the school/class rules (and ethos) are designed to foster a safe and secure environment. Jigsaw materials used, in class, ensure that pupils are aware of what behaviour expectations are in place and what steps they should take if they have a concern. This is followed up by regular assemblies.

Pupil views about safety in school are gathered on a yearly basis and actions planned to support/develop pupils to feel confident to tell a trusted adult, speak up and feel safe across the school site.

If a child feels that they are being bullied, they should tell a member of staff as soon as possible.

Recording Incidents

All known/reported incidences of bullying will be investigated by the class teacher in the first instance, then the year group leader if concerns continue. For additional support, the case may be referred to a member of the SLT. Parents may also be questioned about the incident or about any concerns that they may be having.

Each incident will be recorded securely on the schools CPOMS system. Staff understand that they need to record names, dates, times, actions, quotes and outcomes so that an accurate log is kept. Designated Safeguarding Leads will review individual cases where they are assigned, along with any previous records and decide upon a cause of action – this may include referral to the schools Early Help offer, or the involvement of external support services.

The reports of different incidents are monitored regularly by the DSLs to ensure repeated bullying does not take place, or to spot any trends or patterns in location, themes or types of incidents. Preventative measures or further teaching activities are planned as a result.

The Safeguarding Governor will be informed of the frequency of incidents recorded in the log, including the Headteacher's Report which is provided during each Full Governing Body Meeting.

Advice to Parents

As the parent of a child whom you suspect may be being bullied, please talk to the class teacher. Please do not attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.

Please do not encourage your child to be 'a bully' back as this will only make the problem much harder to solve.

We take any incidents of bullying extremely seriously. We investigate all incidents in school and we liaise with parents to outline what steps which have been taken within school.

Appendix 3.1

Self-Referral Form



SPRINGFIELD
JUNIOR SCHOOL

Name: _____

Class: _____

Date: _____

What happened?	
Where did it happen?	
When did it happen?	

How did it make you feel?	
What would you like done about it?	

Appendix 3.2

Advice provided to children:

BULLYING IS:

Unkindness directed at someone on more than one occasion.



If someone is:

Hurting you (physically or mentally).

Being racist or homophobic.

Teasing, mocking, blackmailing you (even online)

Tell them to stop

Tell someone about it

Treat others the way
you like to be treated



At Springfield we say NO to bullying!