



ANTI-BULLYING POLICY

SOUTH GROVE PRIMARY SCHOOL

Date Governors Agreed:	January 2015		
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Head Teacher:	Julie Maltwood	Date:	15.1.15
Chair of Governors:	Charlotte Slade	Date:	15.1.15

Introduction

South Grove Primary School recognises that our children and their families are at the heart of all we do. We passionately believe that every pupil is important and that we have a responsibility to ensure that all pupils achieve success and become the very best that they can be.

Our key aim is to provide an innovative and successful school for our local community which not only raises standards for the pupils but also supports the parents, family members and wider community in developing their skills and in the long term development of the community.

At South Grove Primary we ensure all pupils are included regardless of the characteristics. protected by the Equality Act 2010 and/or being from a disadvantaged background.

All schools must have measures in place to prevent all forms of bullying:

The Education and Inspections Act 2006

Section 89 of this act provides that all schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

The Equality Act 2010

The Equality Act replaces previous anti-discrimination laws with one single Act. This act requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Safeguarding Children and Young People

Under the Children Act of 1989 a bullying incident should be addressed and a child protection concern when there is 'reasonable cause to suspect that a child is suffering or is likely to suffer significant harm'

This document sets out the school's policy in relation to the issue of bullying. It reflects South Groves belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the target and perpetrator alike and embodies support and management strategies for both.

Parents and staff need to work together if this policy is to be effective. We are particularly aware that it is the parent who may first know that there is something wrong and suspect that their child is a target of bullying.

Principles and Values

As a school, we take bullying and its impact seriously. Pupils and parents can rest assured that known incidents of bullying will be responded to and bullying will not be tolerated.

The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and academic contributions. We will consistently challenge any behaviour or expectations that fall below this.

Objectives of this Policy

As a Duty of Care we will ensure:

- All stakeholders including governors, teaching and non-teaching staff, multi-agencies, pupils and parents should have an understanding of what bullying is.
- All stakeholders including governors, teaching and non-teaching staff should 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. All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

Definition of Bullying

Any interaction between an individual or group of people with a more powerful individual or group which is perceived or intended to cause hurt, pain, suffering, humiliation or degradation on a regular basis. This includes child to child, adult to child, adult to adult, child to adult. None of this behaviour is acceptable.

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 at South Grove Primary School is considered to be, "unacceptable behaviour which occurs 'lots of times, on purpose'."

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures, name calling
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 email and social media sites such as Whats App, Twitter, Facebook, Messenger and Instagram including misuse of the sites, mobile threats by text messaging, calling, misuse of associated technology ie. Camera and video facilities, Ipad, games consoles.

Bullying is often repetitive in nature. Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact; cyber bullying. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti.

The school takes all forms of bullying seriously and will take action in relation to any incidents which involve racist*, sexist, disabilist or homophobic elements. Individuals can be bullied for their appearance or health condition, Looked After Children, Young Carers or others with 'different' home circumstances may also experience bullying.

In such cases these issues will be specifically addressed with the bully (and his/her parents/carers where appropriate) in the course of post incident management.

* Incidents of bullying with racist content or motivation should be recorded in line with the procedures for dealing with racist incidents.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including Young carers and children experiencing poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

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.

Perpetrators and Targets

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 must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter.

Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others maybe doing to them. We are the voice for these children.

Staff must also be aware of those children who may be vulnerable pupils; those

coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Signs and Symptoms For Parents and Staff

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 or threatens suicide or 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

Principles

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation and ability are absolutely repudiated as reasons for bullying.

We believe that all children have an equal right of access to the curriculum. To this end, every child at South Grove should feel secure and happy, in order to fulfil their potential. If a child is sad, harassed, bullied or absent, they will not achieve.

Bullying behaviour is a problem for both the perpetrators and the targets and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and the target alike.

Effective management of bullying is a shared responsibility and strategies should involve school staff; parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.

The best defence against bullying is for all adults to act decisively, fairly and openly with the children concerned. To be seen to act is as important as taking action - silence and secrecy nurture bullying. It is important that children, parents and all adults in our school community are aware of our policy and procedures on dealing with bullying or harassment.

It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence. South Grove Primary School's policy and procedures should be readily available to children and their parents/carers.

Aims

To fulfil South Grove Primary School's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.

To clarify South Grove Primary School's responsibility for responding to incidents of bullying and to emphasise to staff, children and their parents/carers and their extended families the School's zero tolerance attitude towards bullying behaviour.

To promote a school ethos in which each child is safe and able to realise their full potential.

To reassure parents and carers that South Grove Primary School takes their children's welfare seriously and that they are being educated in a safe and secure environment.

Objectives

To develop and implement a consistent approach throughout the school with regards to anti-bullying.

To raise awareness among staff; parents/carers and children about the issue of bullying and the school's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.

To be proactive in the prevention of bullying through curriculum topics including PSHE, Assemblies, Anti-bullying, Safeguarding training and curriculum events.

To make children, parents/carers and staff aware of what steps to take when an incident of bullying has occurred and ensure dialogue takes place regarding the topic.

To demonstrate to bullies that their behaviour is unacceptable and to reassure targets that action will be taken to keep them safe.

To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.

To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

Scope

There is a Legal responsibility to ensure that we maintain a positive and supportive learning environment that is safe from bullying. At South Grove we continually utilise all opportunities to see a restorative process through.

This policy applies not only to incidents of bullying which take place on school premises but we are also active in some of the events that can take place off school site. Schools are increasingly gaining more responsibility for ensuring that bullying (that takes place elsewhere) is dealt with appropriately.

The school has an interest in the welfare and conduct of its children and will respond to any information it receives about bullying outside school. For example:

- If it emerges that a child is responsible for bullying other children outside school then this matter will be addressed and (if appropriate) the bully's parents informed.
- If a child is found to be the target of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The target's parents/carers will be informed. This includes cyber bullying.
- If there are more general concerns about children's safety outside school then the local police will be contacted and their help sought in making the area around school premises more secure. If concerns arise in relation to school transport then the issue will be raised with the transport companies and their help sought in dealing with the problem.
- If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents/carers. If concerns persist then the matter will be referred to the Community Services Department (see Child Protection Procedures).
- If children are being bullied by children of another school the Head of that school will be informed and invited to deal with the matter.

Prevention

At South Grove Primary School we use a variety of methods to support children in preventing and understanding the consequences of bullying

The ethos at this school ensures all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded.

Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour. Staff will reinforce expectations of behaviour as a regular theme in line with our clear Vision including the Three R's.

Staff follow the equality policy; supporting every child in our school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group.

Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

- As part of our policy we will include at the start of the academic year a week which is designed to focus child and staff attention on the problem of bullying. We hope it will provide pupils with strategies to counter bullying behaviour. Information from this week will be shared in the newsletter and on the website.
- At whole school level – through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. We promote the school as a 'BULLY FREE ZONE'.
- At classroom level – during circle time, projects, PSHE, Citizenship, where values and attitudes will be explored, knowledge and understanding and personal and social skills developed. These will include developing confidence and skills to increase the likelihood of positive bystander intervention.
- At individual level – children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.
- Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.
- The school recognises that there are particular times when children may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day . Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.

- Also, there are locations about the school in which incidents of bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised. Playground procedures will be implemented to ensure:
 - Good management of play during break times/ trained lunchtime supervisors
 - Clear rules and guidelines on the consequences of breaking the rules
 - Support for collaborative play
 - Zoning of the space to support a range of games and activities
 - Training and support for playground assistants
 - Introduction of Anti-Bullying Ambassadors
 - Partnership with Kidscape

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the schools policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

Creating a Whole School Charter

- Writing a set of school or class rules
- Writing a personal pledge or promise against bullying
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays about what to do through scenarios of bullying
- Having discussions about bullying and why it matters that children who use unacceptable behaviour towards others are dealt with quickly
- Creating an item for the school website.

Here are some ideas which may be used during anti-bully week.

- Anti-bullying assembly theme
- Videos and Presentations from the Anti Bullying Ambassadors
- anonymous surveys / questionnaires
- drama and role play
- storybooks related to bullying
- bully box (anonymous box for help)
- Merit Points
- class discussions
- posters to support strategies (not stereotypes)
- drama group to work in school
- positive discussions on 'what is a good friend?'
- children's own books
- letter home to parents
- storyteller input
- Involvement from classes during assembly with all year groups taking part
- Primary Bit Lessons- Organised with partnership/ Kidscape

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow:

- Speak to the Staff Anti-Bullying Rep or the Head Teacher
 - Speak to your Mentor if you are in Year 5 or 6
 - Tell a friend
 - Tell your Anti-Bullying Ambassador or School Council rep
 - Tell a teacher or adult whom you feel you can trust
 - Write your concern and post it in the 'Anti Bullying Box'
 - Tell a parent or adult at home whom you feel you can trust
 - Discuss it as part of your PSHE time or with the PSHE co-ordinator
 - Ring Childline and follow the advice given
 - Visit the school website for ideas of what to do next.
- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
 - Parents who believe their children are the target of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe in future. All expressions of concern will be taken seriously and thoroughly explored.
 - Similarly if parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour. A reward system will be used to encourage and reinforce positive behaviour.

Parental involvement

The school is firmly committed to working in partnership with parents and believes that the best outcomes emerge when school staff and parents/carers are able to work together when bullying occurs.

The school recognises the important influence which parents/carers have on their children and would wish, using the home/school agreement, to enlist their support when their child is involved in bullying – either as a target or a perpetrator.

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a target or a perpetrator) the school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents/carers informed.

Implementation

The school is committed to creating a bully-free zone environment and will ensure that its zero-tolerance policy is applied rigorously. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which falls within the school's definition of bullying and ensure that the target receives what support is required; the bully is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident management

The school will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

Post incident responses for the targeted child

When a member of staff receives information, either directly or indirectly, that a child may have been the target of a bullying incident, this report will be taken seriously and investigated.

The school will offer a proactive, sympathetic and supportive response to children who are the targets of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the target is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling
- befriending
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mediation/peer mentoring
- informing/involving parents
- adult mediation between the perpetrator and the target (provided this does not increase the targets's vulnerability)
- arrangements to review progress

For the bully

The school takes bullying behaviour very seriously and will adopt a supportive, problem-solving approach to enable bullies to behave in a more acceptable way. School does not believe that the use of punishment is helpful in managing this problem

but is of the view that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.

The school will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- o immediate action to stop an incident of bullying in progress
- o engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- o loss of lunch/break time privileges
- o daily report
- o removal from class/group
- o withholding participation in an out of school activity (if not essential part of curriculum)
- o parents informed
- o counselling/instruction in alternative ways of behaving
- o adult mediation between the perpetrator and the target (provided this is safe for the target)
- o fixed periods of exclusion
- o permanent exclusion (in extreme cases which may involve violence)
- o rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control

Monitoring and evaluating: What do we do as a school ?

Each incident of bullying falling within the school definition will be recorded. Any incidents with a racist, sexist, disabilist or homophobic element will be identified and investigated.

Senior staff and Governors will evaluate the effectiveness of the policy through analysis of bullying incident data and consultation with children, parents, carers and staff. They will agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and children.

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident.

In the case of racist bullying, this must be reported to the Headteacher or the Deputy Head Teacher.

General incidences of bullying should be recorded in the Behaviour Log and the child will then spend a lunchtime think time in the Reflection Room. This would include incidents where staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying. Confirmed cases of bullying must be recorded and sent to the LEA when requested (termly)

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

Incidents of bullying will be discussed with the Governing Body as part of behaviour monitoring.

Advice to Parents/ Carers and the Process:

As the parent of a child whom you suspect is being bullied:

1. Report bullying incidents to the class teacher, Deputy Head Teacher or the Inclusion Lead make sure to write the incident on the form. See Appendix 1
2. In cases of severe bullying, the incidents will be recorded by staff and the Headteacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated
6. Different strategies to help the child using unacceptable behaviour towards others will be shared in order to support them to change their behaviour.

As a Parent/Carer do not:

1. 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.
2. Encourage your 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

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the 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

To be read in conjunction with:

The Positive Behaviour Policy

The PSHCE Policy

ICT Policy /E-Safety Policy

Equality Policy

Safeguarding Policy

Child Protection Policy

Behaviour Log	
Date of Incident :	
Child/ren Displaying Inappropriate Behaviour :	
Description of the incident :	
Who was affected?	
Action(s) taken:	
Final Outcome/ Reconciliation :	
People Involved in the Reconciliation/ Name and Signature	Date
Governors Involvement/ Signature	