



Savile Park Primary School Anti-Bullying Policy

1. Aim & Rationale

At Savile Park every child and adult has the right to feel safe in school, to be respected and enjoy their education or work without the threat of bullying behaviour. As part of our commitment to that right, the Anti-Bullying Policy has been reviewed and rewritten by an Interest Group comprised of representatives of staff, parents, pupils and governors. The whole school community will help to make sure that Savile Park is a safe and happy place for everyone. We will not tolerate bullying, and use a variety of methods to make sure it happens as little as possible, and is dealt with quickly and effectively when it does happen.

2. Definition of Bullying

“Bullying” means deliberate behaviour by one person, or a group of people, usually repeated over a period of time, with the intention of hurting or upsetting someone else. It can be carried out by children or adults to children or adults, and is always unacceptable. Hurtful behaviour purposely directed at someone’s gender, gender identity, appearance, home circumstances, ability, race, religion, age, pregnancy/maternity or sexual orientation is bullying. Bullying can also occur because of association or perception.

These are the main types of bullying behaviour:

- Physical – for example hitting, kicking, taking belongings or money, pushing, unwanted touching.
- Verbal – for example name-calling, mocking, taunting, teasing, insulting, making comments intended to upset or hurt.
- Indirect – for example gossiping, spreading rumours, making gestures and “looks” intended to hurt or upset, excluding or isolating someone.
- “Cyber” – using technology to hurt, upset or threaten such as:-
 - Email
 - Internet social media for example “sticky notes”, Facebook, Twitter, chatrooms, even those for young children such as Bin Weavils and Club Penguin,
 - Online game sites
 - Texts and Phone calls
 - Related technology like cameras and videos.

Evidence suggests that although anyone can be bullied at some time, children in certain groups are more likely to be bullied than others:

- Children who don’t have any close friends
- Particularly shy children
- Children who are over-protected by their parent/carers
- Children of a different ethnic group to the majority
- Children with special educational needs or a disability
- Children who sometimes behave inappropriately such as disrupting the games of other children

3. Signs to look for that *may* indicate that bullying is happening:

- Change in character e.g. child becoming subdued, withdrawn, aggressive, disruptive, unreasonable, argumentative, tearful, loses confidence
- Starts stammering
- Begins to do less well in school work
- A usually popular child not having friends for a long period
- Starts to complain of feeling ill in the morning

- A child who is normally happy to go to school not wanting to go
- Loses appetite
- Unexplained bumps or bruises
- Possessions/clothes being damaged or “lost” with no reasonable explanation
- Starts bullying other children or siblings
- Frightened to say what’s wrong
- Is afraid to use the internet or mobile phone or is nervous/jumpy when cyber message received
- Cries themselves to sleep or has disturbed sleep or nightmares
- Attempts or threatens to harm themselves or run away

It is important to remember that these signs could indicate other problems, but bullying should be considered a possibility and investigated.

Everyone has a responsibility to help stamp out bullying.

4. What the staff will do:

The Head Teacher leads the school in its aim to nurture a love for learning, life and each other, and is responsible for making sure that everyone knows that bullying is wrong. She ensures that everyone connected with school knows about the Anti-Bullying Policy, and knows how to report suspected bullying. The Head makes sure that all staff receive training in recognising and dealing with bullying.

The methods we use at Savile Park to make sure that bullying happens as little as possible, and is dealt with quickly and effectively when it does, include:

- Listening to children’s concerns, and discussing bullying through the School Council, PSCHE lessons and individual conversations.
- Ensuring children are well-supervised in school, on school trips, at playtimes and in out-of-school clubs and activities run by school.
- Monitoring places where children may be more vulnerable to bullying incidents such as toilets and less visible areas.
- Caring for all our children, getting to know them, and being aware of changes in behaviour.
- Teaching children about getting on and falling out through the PSCHE curriculum, using SEAL and other resources: including teaching and discussion about e-Safety.
- Taking part in national Anti-Bullying Week
- Encouraging children to be role models eg Play Leaders
- Using posters and displays around school to promote the Anti-bullying message
- Promoting the anti-bullying message in assemblies through songs, stories and teaching etc

All staff take bullying seriously and work hard to support all children in the school. They encourage good behaviour and respect for each other, praising, rewarding and celebrating children’s successes, and deal with unacceptable behaviour, including bullying, with the appropriate consequences according to the Behaviour Policy.

5. What the governors will do:

- The Governing Body refer to the Governors Guide, “Tackling Bullying In Schools”, published by the Anti-Bullying Alliance;
- The governors will not tolerate bullying and will support the Head Teacher in making sure the Anti-bullying policy is followed, in conjunction with the other school policies;
- The governors regularly review how well the School is doing at dealing with bullying when it occurs. They require the Head teacher to make sure accurate records are kept of reported incidents of bullying. The Head teacher will report when asked about how well the school’s anti-bullying strategies are working.
- The governors will respond within ten days if asked to investigate bullying in school if a parent/carer is still unhappy with how the school has dealt so far with a report of bullying, after following the right procedures. They will ask the Head teacher to look into the case and report back to a representative of the governors, who will follow the guidance in the publication referred to above.

6. What children can do:

We want all our children to learn to care for and respect themselves and each other, and make good choices in their behaviour.

One of the most important things that children can do is not to stand by if they know that bullying is or may be happening. They should let someone know about it by telling their parent or carer, and also preferably an adult at school that they trust. Not sticking by someone who is bullying is one of the best ways to stop them.

No-one deserves to be bullied.

7. What parents/carers can do:

You have an important role in preventing bullying and dealing with it when it does happen.

You can:

- Show your interest in your child's school life and education by chatting to them about their day, who they've spent their time with, what good things have happened, and what difficulties they've had etc.
- Keep a look out for signs that may indicate your child is distressed as described earlier.
- Tell your child it's not their fault if they are being bullied. Make sure your child is not afraid to ask for help.
- Help build their self-confidence and self-esteem by letting them know you love them just for being them, (even if you don't like their *behaviour* sometimes!) and praising them for small efforts as well as big.

If you think another child has bullied your child, please don't take matters into your own hands by approaching that child or members of their family including siblings and parents in the playground. Please inform School immediately, and we will investigate it following school procedures set out in this policy.

It's not helpful to advise your child to fight back – it can make matters worse!

8. If your child is bullying others:

They could be copying the behaviour of other people at school or home, or perhaps they haven't yet learned better ways of mixing with their friends. They could be acting out things they've seen on television or in computer games. Friends may be encouraging them to bully or your child might be going through a difficult time and acting out their feelings.

You can:

- Explain to your child that their behaviour is unacceptable and making other children unhappy
- Show your child how they can join in without bullying
- Talk to your child's teacher about how you and school can work together to stop your child bullying
- Spend time talking and playing with your child. Talk about how things are going at school and home for them, and praise them for being co-operative and kind to others, even if you have to start with really small things!
- If someone else is encouraging them to bully, reinforce the message that saying "No" to wrong behaviour choices is the smart thing to do.
- Pay attention to what your child/children are watching and playing on the tv and computers/game consoles. Follow age guidelines – they're there to protect your children from unsuitable and harmful influences.

9. How to let School know about possible bullying:

Parents/Carers:

Let school know by talking to your child's class teacher if you think they, or another child may be being bullied, bullying others or has observed bullying. If you feel, after doing this that the issues haven't been sorted out, talk to the Head Teacher or a member of the Senior Leadership Team.

If you think another child has bullied your child, please don't take matters into your own hands by approaching that child or members of their family including siblings and parents in the playground. Please inform School immediately, and we will investigate it following the procedures set out in this policy.

It's not helpful to advise your child to fight back – it can make matters worse!

Children:

Our aim is for our children to feel they will be listened to at school, and that action will be taken if needed. Ideally children should tell an adult either in school or at home if they feel they are being bullied or if they are aware that someone else may be being bullied, but there are other ways they can let us know too:

- Children can use one of the “Worry Boxes” provided around school if they have a worry they want to let us know about, including bullying concerns. These are checked frequently so that concerns can be dealt with quickly.
- There is also a special email address for children to use in school if they prefer to let us know about a worry by email. These emails will be picked up and acted on by the Head Teacher or the Learning Mentor.
- If your child tells you that they or someone else is being bullied, or you suspect it, contact your child’s class teacher.
- If there may be serious or prolonged bullying, contact the Head Teacher or a member of the Senior Leadership team or Mrs Cole (Pastoral Lead).

10. What School will do:

- When school staff are told that bullying may be occurring, the class teacher will investigate first. They will usually speak privately first to the child who may be being bullied, and will probably then speak to other children and staff to find out any relevant information. At some stage the perpetrator(s) will probably be spoken to, though sometimes it is more appropriate and helpful to talk to a whole class about bullying that’s happened, using circle time or PSCH for example.
- Serious bullying allegations will be investigated by the Headteacher or member of the Senior Leadership Team.

11. What will happen if bullying has taken place:

- If it is clear that bullying has occurred, it will be recorded on CPOMs and appropriate sanctions will be used, according to the school’s Behaviour Policy. This will mean the child involved being placed on the appropriate “step” of the Behaviour Policy. Sanctions may include loss of playtime(s) by having to go to Reflection, being removed from their own classroom to work separately under the supervision of a teacher in another classroom and/or loss of privileges, treats and responsibilities.
- Parents/carers of children involved will be informed, and if necessary asked to come in to a meeting to discuss the issue.
- Serious or persistent bullying may result in exclusion from lessons within school, or in very serious cases, exclusion from school. Such sanctions will always be applied according to the appropriate policies in place.
- Serious bullying may in rare cases need to be referred to appropriate services outside school such as an Educational Psychologist (EP) and/or behaviour support specialists.
- Appropriate strategies will be used to deal with the bullying behaviour and support the children involved such as Circle Time, Conflict Resolution, work with the Learning Mentor in small groups or 1 – 1.

At Savile Park we have a commitment to inclusive education and we strive to maintain a high quality learning environment in which all children are happy, excited and engaged in order for them to succeed with confidence. We wish to celebrate the diverse range of children who are part of our school family. We aim to promote and encourage their many gifts, abilities and experiences so that they achieve their full potential. We wish each individual to grow in confidence, knowledge and awareness in a happy, caring and stimulating atmosphere where they will enjoy learning and feel secure and excited.

Our anti-bullying policy is one of the many ways in which we demonstrate that commitment and the aim of our policy is to make sure that all children involved in bullying are supported, whether they have been bullied, witnessed bullying or carried it out.

12. The Anti-Bullying Policy links with other school policies and documents including:

Safeguarding and Child Protection
Behaviour
Inclusion
Equality
Home-School Agreement
Complaints Procedure

Created by: Carolyn Cole (Learning Mentor) October 2012

Adopted by Governors: 12th November 2012

Reviewed by:

Pupils and Personnel Committee and School Council during Anti-Bullying Week 2015:

Changes to protected characteristics to reflect the Equality Act
Child Protection Policy now called the Safeguarding and Child Protection Policy

December 2016 by Governors

December 2017 by Governors

Signature: **Date:**