



Southfields Primary School

Anti-Bullying Guidance and Support Document for Reports of Bullying

(an appendix to the Behaviour Policy)

*Believe in yourself,
Value others.
Be proud of your achievement, Smile, shine, be happy.*

Date Agreed: September 2018

Review: September 2020

This policy, having been presented to, and agreed upon by the whole staff and Governors, will be distributed to:

- All teaching staff
- School governors

A copy of the policy will also be available in:

- The staffroom
- The Head's office
- School web site

This will ensure that the policy is readily available to visiting teachers, support staff and parents.

Southfields Primary is totally committed to social justice and improving life chances for potentially vulnerable children. It is dedicated to sharing its work and findings beyond the school to improve outcomes for as many children as it can reach and has a particular specialism in Communication, Speech and Language development.

We realise that at Southfields, as at all schools, bullying does occur and that we need to take steps to prevent it where possible and take the appropriate action when it does occur. At Southfields we consider bullying to be when a child or group of children imposes their will on another child, making the victim/s feel vulnerable in any one of a number of ways. Bullying is not usually a single incident and may take the form of a variety of types of abuse, including verbal, physical, emotional, sexist and racist.

To help to prevent bullying we will:

Use the Personal, Social and Citizenship curriculum to explore this issue with pupils.

Promote the awareness of bullying and what to do if.

Posters including who to talk to alongside Childline anti-bullying events including Cyber bullying.

Support pupils with ideas and guides for parents in monthly newsletters from the Welfare and Computing (e-safety) departments.

Look at how children can deal with bullying as victims and as on-lookers.

Ensure that all children know whom they can turn to for help and that any incidents will be taken seriously and be acted upon.

Work on improving the level of self-esteem in the school to help support susceptible children to reduce or prevent bullying.

Accept that dealing with bullying is a role for all staff – it should not be delegated unless instructed to do so by the Head teacher.

Remember adults are role models for modelling kindness.

Organise outside agencies to hold workshops with children such as NSPCC/Childline.

When bullying occurs the staff will:

Remain calm, ensure that pupils, and if necessary Parents, are clear about the report of bullying including the victim and perpetrator.

Take the report seriously.

Take action as soon as possible.

Reassure the victim(s) and if needed involve additional welfare support and counselling.

Offer support to improve the situation and support both the victim and perpetrator.

Make it clear that bullying is not a behaviour we accept in school and the whole school disapproves.

Encourage the bully to see the victims point of view.

Sanction the bully if necessary but be careful how this is done – punishment must not be seen as an institutional form of bullying.

Make it very plain that you disapprove of the behaviour of the child and not that you dislike the child.

In all probability a child who bullies already has low self-esteem and this could well be the Fundamental reason. Time should be taken to explore the reasons they are bullying to prevent reoccurrence.

Making sure that the incident does not live on with reminders from the staff involved, draw a line and move on positively.

Take steps whenever possible to prevent re -occurrences of the event.

It may be necessary to involve parents of both the bully and victim to support plans moving forwards.

Keep relevant members of staff informed.

At Southfields, we would like to know of events outside of school, however we are not able to deal with them in the same way and serious incidents should be reported to the local community police. We have a book in school that we can refer to the community police officer when they visit school weekly. PCSO Welfare Drop In sessions are available in order to meet parents about any concerns. The school's appointed Welfare Officer works closely with the PCSO and another relevant agencies with regard to incidents of a bullying nature.

Following the report of an incident we will follow up by talking to the children involved and monitor them, for two weeks. At this point we will ensure that parents are given a report on the findings and action the school will take with the children involved. This could be working with the bullies or working on assertive behaviour with the victim.

Parents can contact school during the school day which is 8.30 am until 4.30 when school will organise a mutually convenient time to meet and discuss with parents/guardians or adults.

All children will fall out from time to time. It is important this happens as developmentally this will improve children's own relationships as well as social skills to therefore become well rounded adults in healthy relationships. Bullying is different to falling out.

Parents must never attempt to deal with incidents of bullying on the school grounds themselves. Instead parents should go through the school and local community police as we have found in the past that parents who get involved tend to only make matters much worse.

Parents who do attempt to deal with other children on the school grounds will be banned from access for a time agreed by the Head teacher. They will only be allowed back onto the school site when assurances have been made of not repeating this behaviour again.

Southfields is a bully free zone and we do deal with incidents. We do ask that parents allow us the time to work with the children and not expect relationships to be resolved immediately. Any incidents of Bullying are reported termly to the LA.