Southern Road Primary School
Anti-Bullying Policy
Updated October 2017

At Southern Road Primary, we take bullying seriously. We believe that everyone in our school community has the right to:

- feel safe in the classroom, in the playground, when they move about the school and when they travel to and from school
- learn in a supportive environment without fear of being bullied
- be treated fairly and with respect and as a social equal by children and adults regardless of difference
- be able to learn in a supportive learning environment without interference from other children
- be able to express themselves, share ideas and feel that opinions are valued

Objectives of this policy

- that all pupils, parents, school staff and governors have a shared understanding of what bullying is
- that everyone in the school community is aware of the strategies in place to prevent bullying
- that everyone in the school community knows what happens if a bullying incident takes place; to whom it should reported, who will respond, how and when
- that pupils and parents are assured that they will be supported when bullying is reported

Our Anti-bullying policy has been developed in conjunction with the school's Behaviour Policy and the Equality Policy.

What is Bullying?

At Southern Road Primary School, we consider bullying to be:
 "*the repetitive, intentional hurting of someone physically, verbally, or psychologically*"

The pupils at our school define bullying as:
"*when somebody is constantly, deliberately hurting you – it can be physical or emotional*"

Bullying behaviour can be:-
- **Physical** - e.g. hitting, kicking, pushing, barring the way, stealing
- **Verbal** – e.g. name calling (including racist, sexist and homophobic remarks), threatening someone, unkind remarks with reference to physical appearance, disability or home circumstances.
- **Psychological** (knowing what upsets someone) e.g. taking and hiding personal possessions, isolating people, spreading malicious rumours.
- **Cyber** – e.g. email & chat room misuse, social networking site misuse, mobile threats by text messaging or calls, misuse of associated technology, i.e. cameras & video facilities.
- **Racial** – racial taunts, graffiti, gestures
(*Please note this is not an exhaustive list*)

Bullying can be motivated by **prejudice** against particular groups, e.g. on the grounds of race, religion, gender, sexual orientation, disability.

Bullying takes place where there is an imbalance of power of one person or persons (the perpetrator/s) over another (the victim).

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.

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. When an incident of bullying takes place outside of school parents/pupils can still report the incident to school, they can also call the police.

Possible signs that might point to a bullying problem:
• Unexplained injuries
• Lost or destroyed clothing, books, electronics or jewellery
• Asks for money or is stealing money
• Frequent headaches or stomach aches, feeling sick or faking illness
• Changes in eating habits, like suddenly skipping meals or binge eating
• Difficulty sleeping or frequent nightmares

Possible signs a child is bullying others:
• Gets into physical or verbal fights
• Has friends who bully others
• Aggressive
• Frequently in trouble
• Has unexplained extra money or new belongings
• Blames others for their problems
• Does not accept responsibility for their actions
• Worries about their reputation or popularity

(Please note this is not an exhaustive list)

Strategies for preventing bullying at Southern Road Primary School

The Responsibilities of Parents
We ask parents to support their children and the school by:
- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
- Advising their children to report any bullying to a member of staff (accompany their child as this is reported if necessary)
- Advising their children not to retaliate violently to any forms of bullying
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken

The Responsibilities of Pupils
We expect our pupils to:
- Refrain from becoming involved in any kind of bullying
- Report to a member of staff any witnessed or suspected instances of bullying

Anyone who becomes the target of bullies should:
- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of potential other targets

The Responsibilities of Staff
Our staff will:
- Foster in pupils self-esteem, self-respect and respect for others
- Teach what bullying is: knowing the difference between bullying and minor disagreements between friends
- Discuss bullying in class so that children know the importance of **telling** someone straight away
- Being alert to signs of distress and other indicators of bullying
- Reporting suspected cases of bullying to a member of senior staff

The following opportunities to explore issues surrounding bullying are offered at Southern Road Primary School through:

- School Council discussions to ensure that children have a 'voice'
- Social skills groups which explore themes such as feelings, friendships etc.
- Circle Time which allows teachers to work with pupils in managing issues that affect the whole learning community
- The school counsellor who works with pupils who have been bullied or pupils who have bullied others
- The school's curriculum including PSHE and Drama sessions.

We also have in place:

- Chill & Chat club – a lunchtime provision where children can go to if they feel unsafe
- Provision of training for all staff, including midday supervisors to ensure they use positive behaviour strategies and are aware of Anti-bullying procedures
- Staff awareness of 'trouble hotspots'
- Peer mediators, a group of children from Years 4, 5 & 6 specifically trained to help resolve minor disputes at lunchtimes
- Provision of buddies for new pupils
- Assemblies may include reference to "combating bullying" so that a consistent approach can be maintained
- Having an 'open door' policy so that parents/carers are welcome to discuss any bullying concerns with senior members of staff.
- Provision of staff training for all staff, including midday supervisors
- Involving parents through questionnaires and meetings
- Additional activities during Anti-Bullying Weeks to raise the profile of Anti-bullying

What happens if an incident of bullying takes place at Southern Road Primary School?

The ethos of our school promotes high expectations of behaviour and we challenge any behaviour that falls below this. Unfortunately we recognise that on occasion incidents of bullying do occur in our school. We take bullying incidents very seriously and will respond promptly and effectively to any reported issues.

- ANYONE can report an incident of bullying.
- A bullying incident should be reported to a member of staff as soon as possible.
- This member of staff will report the incident to a senior member of staff (Mr MacGregor, Ms Lawrence, Ms Yearnshire, Mr Crompton, Ms Bobat, Ms Crozier) as soon as possible.

Reporting and responding to bullying

Child/parent reports bullying incident to nearest staff member.

Staff member reports the incident immediately to a senior member of staff (Mr MacGregor, Ms Lawrence, Ms Yearnshire, Mr Crompton, Ms Bobat, Ms Crozier).

A senior member of staff investigates the incident, speaking separately to all relevant parties involved. A bullying incident form is completed and a decision is made regarding appropriate consequences for the child(ren) in line with the school's behaviour policy.

The parent/carers of all children involved will be informed of the incident and consequences.

A discussion with SENCOs may take place if further support/monitoring is needed for the children involved. SENCOs may work with the perpetrator as well as the victim in order to ensure the bully is supported in learning different ways of behaving.

Monitoring & Review

As a school, we will ensure that:
- All staff are alert to the signs of bullying and act promptly in accordance with this policy
- All pupils will report acts of bullying and trust that the school will respond in a supportive manner in accordance with this policy.
- All parents/carers are informed of bullying incidents and are able to discuss matters with the head or deputy head teacher.

The lead for bullying prevention is Dena Lawrence, Deputy Head teacher. She works with Emma Jokhan (SENCo) to monitor the school's Behaviour Policy and Anti-Bullying Policy. The assigned governor for this policy is Sonia Flores. This policy will be reviewed in January 2018.

If a parent wishes to make a formal complaint about a bullying incident, they should follow the procedure as laid out in the School's Complaints Policy (http://southernroad.newham.sch.uk/wp-content/uploads/2016/12/Complaints-Policy.pdf). This can be found on the school's website: Select the 'About us' tab → Policies → Complaints Policy.

Further sources of information/guidance on bullying

1) Southern Road Primary School website (select the 'Parents' tab → Family Support Worker → Internet Safety) – provides specific guidance on how to respond to cyberbullying and how to keep children safe online.

2) Advice from Newham Council's website

   https://www.newham.gov.uk/Pages/Services/Bullying-and-harassment-policy.aspx

3) Anti-Bullying Alliance

   www.anti-bullyingalliance.org.uk

Bullying Incident Form

(to be completed by a senior member of staff)

Who was exhibiting bullying behaviour?	
Who did they do it to?	
Who saw it happen?	
Behaviour used (please circle)	**Physical** (e.g. hitting) **Verbal** (e.g. name calling) **Psychological** (e.g. spreading unkind rumours) **Cyber** (i.e. technological e.g. text messages, email) **Racial** (i.e. about a person's race, beliefs, ethnicity, nationality) **Homophobic** (i.e. about being gay or lesbian) **Gender** (i.e. about male or female) **Disability** (i.e. about a person's individual difficulties)
Outcome 1) consequences for the child(ren) bullying 2) support for the child(ren) being bullied	
Parental views	

Interview with pupil(s) involved with a bullying incident

This needs to be held in a private space. Ensure that basic materials are available for less verbal children to write/draw what has happened, as soon as possible.

Interview led by _____ Date _____

Pupil(s) being interviewed_____

o   **What's happened?**

o   **What were you thinking?**

o   **How did you feel?** (and how do you feel now?)

o   **Who was affected?** (and who else?)

o   **What can you do to make things better?** (and will you need any help with that?)

Agreed action(s)

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