



Anti-Bullying Policy

2023-2024

“Springfield is a caring, supportive, and innovative school where everyone is recognised and appreciated as an individual. The golden thread running through our vision is the mental health and wellbeing of our school community. By creating a safe, supportive, and relational environment for all, we enable our children to be ambitious and to reach their full potential, so that they can take their place in their community and in the wider world.”

Key Contact Personnel

Stef Staples - Senior Lead SENDCo and Behaviour Lead

Lisette Wilson - Designated Safeguarding Lead

Jordan Coates - Pastoral Assistant

How was this policy developed?

This policy has been based on DFE guidance [‘Preventing and Tackling Bullying’](#) July 2017 and supporting documents. It also considers the DFE statutory guidance [‘Keeping Children Safe in Education’](#) September 2022. This policy has been developed in conjunction with the Child Protection & Safeguarding Policy, Relationship Policy, Single Equalities Policy, and Racist Incident Policy which can be found [here](#). It should also be read alongside our SEND documentation which can be found [here](#). It will be reviewed annually.

Aims of this policy

- To ensure there is a positive ethos for the whole school community so that all members feel safe coming into school.
- To define bullying and all forms of bullying.
- To make it clear that all forms of bullying are completely unacceptable at Springfield.
- To ensure there are clear protocols in addressing accusations of bullying.
- To make all lines of communication clear for the reporting of bullying.
- To liaise with parents and families effectively in the event of bullying accusations.
- Provide a relational and restorative approach to deal with bullying.

Responsibilities

It is the responsibility of:

- The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently, and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- The Designated Safeguarding Lead to ensure the policy reflects key safeguarding documents such as the KCSIE.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching, and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Definitions

- Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include; sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of child on child abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance.
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying related to physical/mental health conditions.
- Physical bullying.
- Emotional bullying.
- Sexual bullying.
- Bullying via technology, known as online or cyberbullying.
- Prejudicial bullying (against people/pupils with protected characteristics): Bullying related to race, religion, faith, and belief and for those without faith.
- Bullying related to ethnicity, nationality, or culture.
- Bullying related to Special Educational Needs or Disability (SEND).
- Bullying related to sexual orientation.
- Gender based bullying, including transphobic bullying.

Our Ethos

Springfield Community Primary School recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Our Community

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Staff are acutely aware of vulnerable groups, specifically children with SEND, and as such are vigilant and proactive in preventing bullying towards these pupils.

- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the antibullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our [complaints policy](#).
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern
- The school will provide appropriate support for the person being bullied - making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The DSL and Headteacher will be informed of all bullying issues where there are safeguarding concerns
- The Designated Safeguarding Lead will interview all parties involved.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within the Relationship Policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated to support families in their next steps. It is not always possible for school to issue sanctions for actions taking place outside of school.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken. All reporting is completed on CPOMs.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.

- Providing ongoing support; this may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child. o Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school relationship policy.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Policy written by: Stef Staples

Date: September 2023

To be reviewed: September 2024