



# Southwark Primary School

## Anti-Bullying Policy

2016 – 2017

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<b>Anti-Bullying Designated Governor</b>	Mrs Anne Hurt
<b>Policy Review</b>	September 2017

## **1. Statistics on bullying collated from government reports and research:**

- 45% of young people experience bullying before the age of 18
- More than 16,000 young people are absent from school because of bullying 25,700 Childline counselling sessions with children about bullying last year.
- More than 16,000 young people are absent from school due to bullying
- 83% of young people say bullying has a negative impact on their self-esteem
- 30% of young people have gone on to self-harm as a result of bullying
- 10% of young people have attempted to commit suicide as a result of bullying.
- Bullying is the main reason why children aged 11 years and under contact Childline
- There were over 11,000 counselling sessions with young people who talked to Childline about online issues last year
- 36% of young people aged 8 to 22 are worried about being bullied at school, college or university.
- 38% of young people believe their school, university or college doesn't take bullying seriously.
- Over the last three years there has been an 87 % increase in the number of Childline's counselling sessions about online bullying.
- An estimated 5.43 million young people in the UK have experienced cyberbullying, with 1.26 million subjected to extreme cyberbullying on a daily basis.

At Southwark, we do not feel that these statistics are acceptable and will make every effort to reduce the effect of anti-social behavior towards others both in school and (where possible) beyond the school gates.

## **2. Schools and the law**

### **Anti-discrimination law**

Schools must also follow the anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. This applies to all schools in England and Wales, and most schools in Scotland. This policy outlines the procedures in place at Southwark Primary School to challenge and deal with acts of bullying.

## **3. Core Beliefs**

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Schools will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

## **4. What is bullying?**

Bullying is systematic and repeated abuse of one individual by one or more other individual(s) to hurt them either emotionally or physically. It is often linked to a pupil's race, religion, gender or sexual orientation. Bullying can be in different forms including both verbal and physical. This includes; threats, being called names, being hit, kicked or punched, having things taken away, being ignored or left out, being picked on because of differences, including racist comments.

## **5. Forms of bullying**

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.
- Peer-on-peer abuse.

## **6. Cyber Bullying**

Cyber Bullying is included and referred to hereafter simply as bullying. It is defined as the use of any technology for systematic and repeated abuse of one individual by one or more other individual(s). Bullying of this type can be in different forms either verbal or written. This includes; threats, being called names, spreading rumours, defamatory or humiliating remarks or being picked on because of differences including racially motivated derogatory comments.

Electronic or Cyber Bullying could occur:

- On mobile phones (Including via text or other services such as WhatsApp)
- On blogs and social media websites such as Facebook, Instagram.
- Through email messages sent to another pupil.
- Hijacking or cloning of accounts to impersonate others.
- On Chat rooms or on PCs and Games consoles (Such as with X-Box Live)

## **7. The responsibilities of staff**

Our staff will:

- Foster an environment in which self-esteem, self-respect and respect for others are paramount.
- Demonstrate through example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the class teacher who can then escalate this further to a member of the senior leadership team or in instances when there may be child protection concerns, Mrs Matthews (Designated Safeguarding Lead) or Mr Skirton (Deputy Designated Safeguarding Lead).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

## **8. The responsibilities of pupils**

We expect our pupils to:

Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.

Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.

Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

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*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 other potential targets.

## **9. The responsibilities of parents**

Where a bullying issue arises, parents will be informed as appropriate. All new parents will receive a copy of the behaviour policy and the anti-bullying policy as their child starts Southwark. A parent focus group will be involved in reviewing the anti-bullying and the behaviour policy annually. We ask our 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 (name of a member of staff/specific post in school/their class teacher) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- 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
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

## **10. Preventative measures**

Bullying is one of the biggest worries for children and we would all love for it to be eradicated. However the truth is that no establishment is 'bully' free. At Southwark we endeavour to do all we can to prevent children feeling the need to bully and to grow as citizens who will speak up when injustice occurs. We will do this through:

- Valuing all members of the community
- Showing children how to care for others who might be vulnerable
- Celebrating differences (through assemblies, EMAG, RE and PSHE work)
- Developing a high quality PSHE curriculum
- Developing an anti-bullying week in school
- Regular one to one discussions with all children as part of the Assertive Mentoring process.
- Promoting and modelling excellent behavior through the behavior policies applied in classes and at breaktimes.

## **11. Continuous professional development of staff**

All teaching staff at Southwark are to receive annual training and updates on E-safety and the Behaviour policy. The induction period covers E-safety and Behaviour Policies. Relevant curriculum leaders and the Assistant Heads / Head of School will conduct INSET throughout the year as necessary reflecting any developments.

## **12. Procedures for dealing with incidents of bullying behaviour**

Most incidents can be dealt with efficiently if a rigid process is followed. School can manage most incidents with the support of parents but in some cases the EWO, Behaviour Support Service, Social Care, Educational Psychology, CAMHS, YOT and the Police may all be involved at a later date if there is sufficient cause.

- 1- Immediately after the event, the child should tell their teacher, who can then sanction as necessary and log in case the behaviour is repeated. Bullying is repeated behaviour.
- 2- If repeated, 3 times or more the incidents can be treated as bullying and parents should be notified if not already aware.
- 3- Both children are spoken to by the teacher who will notify both sets of parents of the nature of the incidents. Restorative justice principles are applied to dissipate the situation and help pupils learn the effect of their actions on others.
- 4- If repeated further the Assistant Headteacher for the Hub may meet with the child to address the issue with a parent present.
- 5- In instances where the problem persists past this point, a meeting with all parents and Assistant Head may be supported by more Senior Leadership within school who may decide to take further measures such as withdrawal of privileges, individualised support packages, or in some cases, exclusion of a fixed or permanent nature may be required.

When incidents of Cyber bullying are alleged it is essential to evidence what has occurred. All staff, pupils and parents should use the following process to report such behavior.

- Immediately inform an adult.
- Save the page, print it or take a snapshot of it.
- Do not delete the information or move away from the page (minimise it instead)
- Create a paper log of the event including date, time and all other information available.
- Pass this information to the teacher.

*This policy operates alongside the 'Behaviour policy our Child Protection Policy' and the 'E-safety and internet use' policy.*

**Review Date: September 2017**