



# Shawlands Primary School Policy

**Anti-Bullying Policy**

**Reviewed: June 2022**

**Signed..... (Headteacher)**

**Signed..... (Chair of Governors)**

The staff at Shawlands Primary School will work together with children, parents and governors to encourage appropriate behaviour in children in our school. This policy will run alongside our behaviour policy to emphasise a positive approach to behaviour management, fostering an environment which is conducive to learning for all children.

Aims:-

- To emphasise acceptable behaviour and discourage unacceptable behaviour in children
- To encourage courteous behaviour by children towards their peers and towards adults in school
- To foster positive expectations and make those expectations the norm in school.
- To foster in each child a feeling of worthiness
- To develop a fair and consistent approach to behaviour
- To achieve an appropriate balance between reward and punishment

## Introduction

### **Bullying is wrong and should not be tolerated.**

Bullying affects everyone, not just the bullies and their victims. It also affects the children who witness it. It is not a necessary part of school life. No one should accept bullying. Only when it is tackled by all concerned will it be stamped out and the victims be freed from its consequences.

### **At Shawlands Primary School we believe that:**

All pupils have a right to learn in a supportive, caring and safe environment, without the fear of being bullied

All members of staff have the responsibility to deal with bullying.

The encouragement of positive behaviour will reduce the incidences of bullying.

### **What is bullying?**

A disagreement between children, whether that disagreement is a one-off or long standing, **is not necessarily bullying**. Children fall in and out of friendships as a part of growing up and learning social conventions. These disagreements should not be confused with bullying, **although they can sometimes lead to bullying**.

Bullying includes several types of anti-social behaviour, which is carried out over a prolonged period of time. It does not include a 'one-off' disagreement. It can be:

- Physical. A child can be punched, kicked, hit, spat at, etc.
- Verbal. This includes name-calling and includes any and all discriminatory and/or prejudice-based bullying, including racism, homophobia or misogyny.
- Exclusion from various activities by others in the group
- Regular and prolonged damage to property or theft from a child.
- Cyber. This includes the use of text messaging or e-mailing abusive or intimidatory material in school time. Where incidents occur outside of school we will contact parents about our concerns, and, where necessary, communicate with the police.

### **Action to be taken by the school to prevent bullying.**

As a school we will:

- Treat bullying as a serious issue and take every possible action to eradicate it from our school.
- Organise all aspects of school life in a way which will minimise the opportunities for bullying.
- Promote a positive behaviour regime.
- Encourage pupils to respect each other and to form positive attitudes towards other people.

- Have a firm but fair discipline structure.
- Deal quickly, firmly and fairly with any incidents, whether noted in school or reported by parents.
- Encourage pupils to report their concerns to staff before the issues become critical.
- Record 'one-off' incidents on CPOMS.
- Ensure that dinner staff (SMSAs) are aware of any bullying reports, and report any significant concerns
- Provide Curriculum content which has a relationship to anti-bullying and pupil behavioural issues, including PHSE, literacy, drama, assemblies and RE lessons
- Review the policy and its success on an regular basis

### **Action to be taken by the school if bullying is suspected.**

If bullying is suspected by staff or reported by a child appropriate actions will be taken.

We will support the victims of bullying by:

- Offering an opportunity for them to talk about their experiences with an adult
- Assuring them of the concern of the staff for those who are victims of bullying
- Offering them continuing support, when they feel they need it
- Informing their parents/wider family
- Taking positive steps to prevent the recurrence of bullying

We will help bullies by:

- Talking about what has happened and trying to discover why they have become involved
- Continuing to work with them to get rid of the prejudiced attitudes as far as possible
- Informing parents/wider family
- Taking appropriate restorative and disciplinary action to discourage a recurrence of bullying.

Action to be taken by the school if a parent reports that their child is being bullied:

- Investigate the incident, keeping an open mind about cause and effect.
- Inform the parent about the outcomes.

**Parents are asked to report incidents to school and not to take matters into their own hands.**

**Disciplinary steps to be taken in the event of bullying:** (Actions to be taken in progressive order).

1. The bully will be warned officially to stop bullying
2. Isolation at playtime and lunchtime. (Stay inside for a fixed period)
3. Inform the parents/guardians of the bully
4. Ban the bully from extra activities (eg extra-curricular clubs, day visits)
5. Exclude the bully for a fixed period (if the steps above have not seen an improvement)
6. Permanent exclusion (as a last resort)

Please note that expectations on all staff are made clear, linked to safeguarding and child protection, through our 'Professional Code of Conduct Policy'. This policy is available on the school website, or a printed copy can be made available on request.

**Shawlands Primary School  
Autumn 2021**