



SUMMERBANK PRIMARY ACADEMY

Antibullying Policy

Date of Policy	March 2024
Adopted by Governors	14 th March 2024
Review Date	Spring 2026

Policy Aims

Summerbank Primary School aims to provide a safe environment that respects and meets the needs of every child, and one where individuals have the opportunity to achieve their full potential. As a whole school, we believe that nobody deserves to be bullied. The aim of this policy is to put a stop to all kinds of bullying, harassment and discrimination from occurring.

The National and Legal Context

This policy takes full account of the school's legal obligations under the Education Inspections Act 2006 which is to:

- Promote the well-being of all pupils in our school
- Develop a policy which encourages good behaviour and respect for others on the part of pupils and, in particular preventing all forms of bullying amongst pupils
- Establish procedures for dealing with complaints about bullying

This policy links and mirrors other policies within the school such as our Behaviour Policy, E-safety Policy and Child Protection Policy.

Our Commitment

As a school we will:

- Create a positive ethos and environment in which we do not tolerate or accept bullying of any kind
- Everyone connected to our school will be encouraged to be kind to others
- Be aware of the various forms of bullying
- Be alert to the signs that bullying may be taking place
- Ensure that all children understand where they need to report incidents of bullying and have a clear understanding of the procedures
- Inform children that if anyone witnesses bullying in school, they should inform a member of staff at once
- Ensure that all children understand the consequences to bullying others
- Ensure everyone connected to our school will be looking out for bullying that involves children both inside and outside of the school
- Encourage children to discuss their worries or concerns with members of staff and can seek help when it is needed
- Investigate all incidents of bullying that gets reported, including using the CCTV cameras if appropriate.
- Understand the importance of support from parents – to always maintain communication with parents

Responsibilities

Staff – recognise the part they share in maintaining the happy and inspirational environment we have nurtured – we are all responsible for all of the children. It is the responsibility of all staff to support all children and to take all incidents of bullying reported to them seriously and to intervene to prevent incidents continuing. Every member of staff should be aware of the procedures associated to reporting bullying in our school as detailed in this policy.

Children – understand that they are part of our academy community and all play are part in ensuring everyone has a positive experience of school. If they or another child is feeling unhappy they know that they can trust adults in school to help resolve the problem and take responsibility for letting adults know about concerns.

Parents/Carers – have an important role to play in helping to maintain the positive and supportive school environment. We encourage parents to speak to school if they have a concern or are worried in order to seek support/resolution.

Recording – incidents of bullying are formally recorded and tracked. This supports the identification of trends and where trends are noted actions are taken to address these. Bullying incidents are reported termly to school governors.

What is bullying?

The nationally recognised definition of bullying is:

“Behaviour usually repeated over time, that intentionally hurts another individual or group, physically or emotionally. One person or a group can bully others”

(DCSF, 2009)

A possible version for younger children could be:

“Bullying is when people keep doing nasty or unkind things to you on purpose, which are difficult to stop”

At Summerbank Primary Academy, we define bullying actions to be those that are:

- Intended to be hurtful
- Repeated over a period of time
- Difficult for victims to defend themselves against – ‘an imbalance of power’

We do not consider bullying to be a fallout between friends or a “one off” disagreement. However these are still incidents that are taken seriously and dealt with in line with our Behaviour Policy.

What forms can bullying take and how might it look?

Where bullying occurs it can often (although not always) relate to a prejudice against another person or group, due a perceived difference, for example in:

- Race
- Religion
- Culture
- SEN
- Disability
- Appearance
- Age
- Gender
- Sexual orientation/identity

Bullying can occur as:

- Physical aggression - pushing, poking, kicking, hitting, biting, pinching etc
- Verbal aggression - name calling, sarcasm, spreading rumours, threats, teasing, belittling
- Emotional – isolating others, tormenting, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Damaging property or taking personal items
- Deliberately excluding
- Cyber/Social media– posting on social media, sharing photos, sending nasty messages, social exclusion
- Sexual harm or sexualised behaviour unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse

Why might bullying occur?

Reasons why an individual/group might bully another:

- feeling powerless
- low self-esteem
- trying to get admiration and attention from friends
- fear of being left out if they don't join in
- not understanding how someone else is feeling
- taking out their angry feelings
- a culture of aggression and bullying
- being bullied themselves
- a need for control
- copying behaviour – learnt behaviour
- to feel better about themselves
- to divert away from their own underlying problems – e.g. family life

No child should be subject to bullying. There are some characteristics which might increase the likelihood of being targeted. Possible reasons why children may become targeted by bullies include:

- Being new to a school
- Not conforming to the norm
- Children in Care
- Having a learning or physical disability
- Being gifted and talented
- Children of different ethnicity or religious belief
- Children whose gender or sexuality is viewed as inferior or superior by another
- Children who are in the wrong place at the wrong time
- Children who are shy or reserved
- Children who have caused offence to another in some way

What might be the indicators that someone is being bullied?

Experiencing bullying can result in a person feeling unwelcome, excluded, powerless or worthless. They may also experience physical harm to themselves and/or their property.

Emotional and behavioural signs of bullying

- Changes in sleep patterns
- Changes in eating patterns
- Frequent tears or anger
- Mood swings
- Feels ill in the morning
- Becomes withdrawn or starts stammering
- Becomes aggressive and unreasonable
- Refuses to talk about what is wrong
- Begins to target siblings
- Continually 'loses' money or starts stealing.

Physical signs of bullying

- Has unexplained bruises, cuts, scratches
- Comes home with missing or damaged belongings or clothes
- Comes home hungry.

School signs of bullying

- Doesn't want to go to school
- Changes their route to school or are frightened of walking to school
- Doesn't want to go to school on the bus/tram/train
- School work deteriorates

Other signs of bullying

- Sometimes signs bullying can be far more hidden. They can include:
- Often alone or excluded from friendship groups at school

- A frequent target for teasing, mimicking or ridicule at school
- Unable to speak up in class and appears insecure or frightened.

What do we do use to reduce the likelihood of bullying taking place?

Here at Summerbank Primary School we recognise that there are many ways in which we can promote anti-bullying.

- All adults will model respectful behaviour
- Every child will have their rights respected
- Praise good behaviour
- Ensure that all children are aware of expectations around behaviour
- Help everyone understand and respect people and their differences
- Ensure children understand how to report bullying
- Ensuring any victims of bullying receive the support they need
- Working with anyone who bullies to help them change their behaviour
- Putting in sanctions to be used as appropriate
- Ensuring all of the school community are clear on what bullying is and how to respond to it
- Ensuring all children are clear that they need to tell a trusted adult, if they are a victim of bullying, a witness to bullying or if another child confides in them.
- Making sure the culture of the school is such that where children know they have done something wrong they can seek help

How do we implement this?

These ways include:

- Regular assemblies – which promote valuing and respecting difference and having strong core values
- PSHE sessions (including dedicated PSHE days)
- P4C sessions – by creating a safe environment to explore issues of difference, bullying, friendships and values
- ICT sessions to raise awareness on online safety
- Promote activities reflecting National Anti-Bullying Week
- Ensuring all staff are trained in all key areas of bullying
- Having dedicated staff at dinner time for each year group to ensure children build relationships with a known adult over lunchtime to make the playground a safer place for all children
- Ensuring that at breaktimes and lunchtimes children remain in a clear line of sight of an adult.
- ‘Time to Talk’ self-referral to Learning Mentor

How do we tackle bullying if it does occur?

Where bullying is identified this is recorded using the Academy Incident Record Form which will include the names of children involved including witnesses, times and places of incidents, frequency and categorise the type of bullying.

An investigation will take place by relevant staff (either classroom staff, a member of the Inclusion Team or a member of SLT). We have found that the best approach for tackling bullying is to use a range of strategies, which can be drawn on and adapted to fit the circumstances of particular incidents. Schools have powers to respond to bullying outside of school premises.

Where bullying is identified, parents will be involved in a conversation around the incidents that have taken place and the actions being taken.

As a result of the investigation, to resolve the issues appropriate actions will be put in place, these might include:

- Learning Mentor support
- Class based discussion
- 1:1 support
- ELSA support
- Timetabling/Rotas to reduce opportunities for contact
- Discussions with parents/carers

Following investigation it may be necessary to apply sanctions to one or more children. In this case these are applied in line with the Behaviour Policy.

How can parents and carers help school to maintain an anti-bullying environment?

As parents/carers you have an important role to play in helping our school deal with bullying. Among things you can do are:

- Discourage your child from using bullying behaviour at home or elsewhere
- Show them how to resolve difficult situations without using violence or aggression
- Watch out for signs that your child could or is being bullied or is showing signs of bullying behaviour towards others
- Contact the school straight away if you are worried to ensure you get support from school
- If you become aware that your child is involved with bullying others, ensure that they are aware of how they may be making other children feel and give them opportunities and encouragement to change their behaviour

Monitoring and Review

This policy is reviewed and updated every two years.

Sources of support for families

If you are worried about situations related to bullying, then we would strongly encourage you to come into school so that we can offer support directly to you or signpost you to sources of wider support.

Alternatively links to support can be found on the school website in the following places:

Children

Children Section > Keeping Safe Online

Children Section > Anti-bullying

Parents/Carers

Parents – Parent Section > Online Safety

Children Section > Anti-bullying