



Surfleet Primary School
Policy Statement for Anti-Bullying

Date of Adoption:

1st June 2019

Date for next review:

1st September 2019

Signed by:

Headteacher

School Governor with lead responsibility for Anti-Bullying

Introduction

Bullying is a deliberate and harmful behaviour, it is repeated over time and there is usually an imbalance of power, which makes it hard for those being bullied to defend themselves. Bullying is a **persistent, deliberate attempt to hurt or humiliate someone**. The hurtful action can be **physical**, ranging from prodding or pushing to kicking, hitting and serious physical assault; or **psychological**, including threats, taunts, shunning name calling, and verbal abuse or spreading rumours. Bullying can also include interference with personal property, or extortion as well as including those incidents that take place via the World Wide Web (Cyber bullying).

The School's Approach

Surfleet Primary School aims to develop the potential of each child and meet their needs intellectually, socially, physically and emotionally. We do not accept that bullying is an acceptable part of any child's education and therefore strive to make sure bullying is prevented.

We aim to achieve this, in partnership with parents and carers (**Appendix 6**), in the following ways:

- Taking a firm and public stand against bullying in our school
- Raising awareness of the problem through personal, social and health education and letters to parents
- Implementing anti-bullying strategies
- Providing a structure for reviewing and evaluating anti-bullying work in the school

We recognise that bullying exists in every school and as such have developed a whole school approach through PSHE and SEAL, which works on building self esteem, assertiveness, respect for self and others. The children are encouraged to care for one another through following the whole school code of conduct. They are also given opportunities to work together as a class to earn good behaviour stickers, throughout the day, which can culminate into a whole class 'treat afternoon'. (**See Positive Behaviour and Well-Being Policy**)

Surfleet Primary School is a 'listening' school where the concerns of our pupils are taken seriously and at the earliest possible opportunity. Staff follow the agreed procedure:

1. When a pupil says they are being bullied, it is important to **acknowledge** this. Their feeling that they have been bullied should **not** be dismissed.
2. Every incident will be investigated: all parties concerned will be spoken to individually to gather all perspectives.
3. Although confidentiality is offered it is also made clear that some statements will need to be checked out with other parties.
4. The incident is logged
5. As part of the process of responding to an incident, there is an agreement to meet at some point in the future to see whether the situation has been resolved, or whether further work needs to be done.
6. Where a problem has not been resolved, the school's strategy will be reviewed and further advice sought.

Any forms of bullying can be brought to the attention of an adult with by the victim(s), their friend(s), their parent(s) or a witness(es)

In addition to staff training in SEAL and PSHE and the development of a whole school behaviour policy, which is modelled on assertive discipline approach, we have developed a range of anti-bullying strategies. (**For a full list of rewards/ sanctions please refer to the Positive Behaviour and Well-Being, SEAL and PSHCE policies**).

Monitoring and Evaluating the Effectiveness of the Policy

If our policy is successful, the whole school will be able to answer 'yes' to all these questions:

- a) Do pupils feel able to tell a member of staff if they are being bullied?
- b) Do pupils feel able to tell a member of staff if they have seen someone bullying or being bullied?
- c) Do pupils feel confident that there will be a consistent and definite response?
- d) Is bullying dealt with promptly, fairly and consistently?
- e) Does the response include support of the victim and of the individual group demonstrating bullying behaviour?
- f) Is there a clear and consistent approach?
- g) Has the development of the playground included a consideration of the design, supervision and use of the playground?
- h) Is there a clear, consistent lunchtime policy operated by the midday supervisors in line with the school approach?

These questions will be formally monitored on an annual basis by parent/carer and pupil questionnaires. In year monitoring will also take place via assemblies, conversations and pupil conference days, throughout the academic year.

Conclusion:

By following this policy, we at Surfleet Primary School seek to maintain a high profile for the anti-bullying policy and build a strong ethos of anti-bullying in our school.

Please also refer to the equality and diversity policy regarding prejudice- based bullying, including that relating to:

- Sexual Orientation
- Sex
- Race
- Religion and belief
- Gender Reassignment
- Disability

RRSA Statement

Our aim is to develop as a school where children and adults use the values and language of the CRC to help them become rights-respecting global citizens.

Surfleet Primary School is a School where RRSA ethos underpins the values within this school. We feel that through embracing RRSA and linking the RRSA principles to global citizenship values, we have developed a strong positive ethos, giving the children further opportunities to develop life skills to enhance achievement and attainment.

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