

**Seagrave Village  
Primary School  
Anti-Bullying policy.**



**November 2023**

## ANTI-BULLYING POLICY

This policy supports the behaviour policy but gives more specific guidance on how to deal with bullying. Seagrave Village Primary School supports DfE guidance on all aspects of behaviour and discipline. The school recognises that definitions and perceptions of bullying can vary widely, but also that bullying can have an intensely destructive impact on individuals.

Bullying can be difficult to identify, interpret and resolve. It can take many forms, physical, verbal and nonverbal communication. It can involve harassment, intimidation, property abuse, gossip or false allegation. It can be short term or long term. It can sometimes be easily exposed or often subtly hidden.

It is the responsibility of the whole school community to actively promote the school ethos and stop bullying. All members of the school community should feel safe and free from bullying of any kind. It is the head teacher's responsibility to enforce this policy. It is the Governing Body's responsibility to support the head teacher and this policy.

We endorse and make available useful information leaflets on bullying and the Parent Partnership is also available to help resolve difficulties.

Children, parents and all staff are encouraged to report any suspected or alleged bullying. In the first instance, this will be to the relevant class teacher. If a parent is not happy with the outcome or interventions put in place, it should then be brought directly to the attention of Mrs Maxine Chafer (who is our Antibullying champion). All staff are expected to report concerns to the Senior Leadership team and class teachers can seek support and advice on tackling bullying issues. In the case of a member of staff being bullied, this should be reported to the Head teacher and if the head teacher were the perpetrator it would be reported to Mrs Nicola Harwood (Deputy director of education for the trust).

### What is Bullying?

From time to time a person can have disagreements and minor upsets with other members of the school community. However, bullying is different; bullying is...

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'. (Anti-bullying alliance – definition of bullying).

In school the children understand that bullying is Several Times On Purpose (S.T.O.P)

Bullying can occur between children and adults and can take the following forms;

1. Physical – hitting, kicking, sexual assault or stealing or hiding belongings.
2. Verbal (Or written) – Name-calling, taunting, mocking, coercion, threatening language or offensive remarks.
3. Indirect/emotional – Spreading nasty stories or pictures, excluding from groups or events.
4. Cyber bullying - Cyber bullying has become a major problem in our world. By spreading vicious rumours, taunts or threats via text, email or by using the internet chat rooms or networking sites, bullying can be done at distance and involve large groups being in receipt of images or vindictive text.

In line with the protected characteristics under the equality act 2010, our school will not tolerate any discrimination, harassment or bullying behaviour because of;

- Race, religion, faith, nationality, culture
- Sex
- Age
- SEN and disabilities
- Marriage and civil partnership
- Pregnancy and maternity
- Sexual Orientation (homophobia and biphobia)
- Gender reassignment (transphobia)

Additional forms of bullying based on vulnerability will also not be tolerated, such as

- Appearance or health conditions
- Home circumstances

Seagrave Village Primary School's anti-bullying policy aims to address the bullying which pupils can endure and what is done to combat bullying within the school.

### How do we help to combat bullying?

#### Start Telling Other People (S.T.O.P.)

- All staff and pupils in the school are made aware that bullying is unacceptable and will not be tolerated. They are aware of the anti-bullying and behaviour policies and will intervene when and where necessary.
- All members of the school community are expected to report incidents of bullying.
- Pupils are made aware that they can always go to an adult to report concerns. Staff are always on hand to 'listen' as well as offering support and advice if possible. Parents are aware that they can contact the school over alleged incidents and that they will be listened to and their concerns taken seriously.
- Any allegations will be followed up immediately and the instigator will be spoken to.
- If bullying is found to have taken place, then the instigator will be faced with what he/she has done and counselling / behaviour sanctions will be applied.
- A safe and caring environment is provided at all times and issues raised and discussed through PSHCE, SEAL and circle time. This is part of the planned curriculum but can also be in response to any incidents that arise. The school has an annual week in the Autumn term dedicated to the promotion of anti-bullying.
- At lunch times and play times activities are offered to ensure all children have a happy and safe play time. The play areas are zoned and there are quiet colouring and reading activities, football and multi-skills, climbing and other activities.

Remember! Bullying does not have to be part of school life. Nobody deserves to be bullied. We are all unique and pupils/ staff at Seagrave are encouraged to be proud of it.

### Advice given in the event of bullying

- Tell the offender to stop it! If they do not stop, tell them you will go to an adult. If they still do not stop go to the nearest adult and tell them. If it is out of school tell your parents or whoever looks after you.
- Not telling is the bully's greatest weapon.
- Try not to show that you are upset.
- Stay with friends that you trust.
- Try to talk about what is happening with your friends and adults
- Try to trust in others to help you. People can only help you if they know what is going on.

### Advice for Parents

All parents need to be aware of the signs that a child is being bullied, because many children will not disclose what is happening to them.

The following list identifies some characteristics of behaviour exhibited by targets of bullying. If your child:

- Becomes frightened of walking to and from school or changes their normal route to or home from school for no apparent reason
- Starts asking to be driven to school
- Is unwilling to go to school or complains of feeling unwell each morning
- Begins to try and get time off school
- Begins to do poorly in school work or loses concentration
- Arrives home with clothes or possessions damaged or lost on a regular basis
- Becomes aggressive, surly or unreasonable
- Becomes withdrawn or lacks confidence
- Becomes distressed, anxious or stops eating
- Exhibits a pattern of minor ailments
- Asks for extra money or starts to steal
- Has unexplained scratches or bruises
- Cries in bed at night, has nightmares or starts wetting the bed
- Begins to bully siblings or other children
- Refuses to discuss what is wrong

Should you suspect that your child is being bullied, reassure them of your support and contact the school immediately (01509 812486).

## Responding to bullying within the school

In the event of any incidents including bullying being alleged then the following steps will be taken:

- Discussions will be carried out with all parties to discover the nature and events and the reasons for it
- The right of each person to be safe and not feel threatened will be emphasised
- Support will be given to all individuals, including the instigator, to resolve the differences and develop greater self-esteem
- At this stage, parents will be informed in order that they can support at home
- If discussion is not successful, then a written agreement will be drawn up. A 'buddy-system'/'peer support system' may be introduced so as not to allow the target to feel isolated
- The opportunity may be offered for the target and the instigator to work together if appropriate
- In the event of these measures being unsuccessful then parents will be contacted, and possible exclusions from lunchtimes and break times may be used
- Details of all alleged bullying incidents will be recorded on paper in the behaviour log. Logs of incidents will be reviewed Termly and analysed by the Senior Leadership team to identify any patterns/trends which will then be used to inform future practice (an early review of this policy may be necessary)
- Sanctions could include; report to parents, golden-time withdrawal, playtime withdrawal, lunchtime withdrawal, other privileges withdrawn, fixed term exclusion and permanent exclusion.
- Proactive and reactive strategies could include; SENCO involvement, mediation between both parties, referral to anger management/other therapy in school/agencies and pre-emptive measures, PHSE lessons in class.
- A follow up meeting will take place a set amount of time after the recorded incident between all stakeholders including both/all children to discuss the outcomes and check all parties are satisfied the incident is closed. This will be followed up again after a set amount of time to check that there has been no re-occurrence.

## The role of the Headteacher

The Head teacher ensures that all staff (both teaching and non-teaching) receive sufficient training and are equipped to deal with incidents of bullying. This is through CPD/ Staff meetings/ the Staff handbook/ NQT induction.

## Pupil Anti-Bullying Pledge

As part of their PHSE lessons, pupils read, discuss, agree and sign up to abide by the following pupil pledge.

*I make a commitment to take a stance against bullying.*

*I will treat people with Respect and Kindness.*

*I Pledge to:*

*Help others*

*Alert an adult*

*Play nicely with others*

*Promote a happy school*

*You can do your bit!*

## Responding to bullying outside of school

The head teacher has the power to respond to bullying behaviour involving pupils whilst out of school. Conduct that threatens the health and safety of pupils, staff or members of the community will not be tolerated. The head teacher will consider the evidence available and if the claim is proven will impose sanctions in school and in serious cases, where an offence may have been committed, may inform the police.

## Contacts for further help and advice

Anti – bullying alliance

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Childline

[www.childline.org.uk](http://www.childline.org.uk)

Family lives

[www.familylives.org.uk](http://www.familylives.org.uk)

Leicestershire Anti-bullying team

[www.beyondbullying.com](http://www.beyondbullying.com)

CEOP (Child exploitation and online protection)

<https://www.ceop.police.uk/safety-centre/>

Stonewall LGBT charity

<https://www.stonewall.org.uk/help-advice>

Preventing & tackling bullying 2017

[DFE Preventing and tackling bullying](#)

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Date of policy – November 2023 by M.Chafer (Deputy Head Teacher) A.Heathcote (Chair of LAB)

Review due – November 2024 (To include staff, LAB, children and parents)