Anti-Bullying Policy
Seaton Primary School

Proud of who we are

*At Seaton Primary we provide an inclusive, child-centred experience. Our ambitious and inspiring curriculum enables all pupils to succeed; children fulfil their potential and thrive in their next step. We draw on the richness of our local environment and community to nurture the whole child and create a sense of belonging. We are **proud of who we are** and what we achieve together.*

Statement of Intent

We aim to tackle and prevent bullying to provide a caring, friendly and safe environment for all of our pupils so they can learn in a secure and disciplined environment where they are able to achieve their full potential. We also believe that adults should be able to work in a safe and secure environment that is free from bullying.

Bullying of any kind is unacceptable at our schools If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Our school is a TELLING school. This means that anyone who knows that bullying is happening is expected to tell an adult in their school.

This policy is based on DfE guidance "[Preventing and Tackling Bullying](#)" and supporting documents. It also takes into account the DfE statutory guidance "[Keeping Children Safe in Education](#)" 2021. The school has read Childnet's "[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)".

Objectives of this policy

Seaton Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

This policy has been written so that:
- All governors, teaching and non-teaching staff, pupils and parents have a good understanding of what bullying is.
- All governors, teaching and non-teaching staff know what the school policy/procedures are on bullying, and follow them when bullying is reported.
- Parents and carers will have access to the Anti-bullying Policy on the schools' website.
- All pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils and parents are reassured that Seaton Primary school takes bullying seriously and they will be supported when bullying is reported.
- All governors, teaching and non teaching staff, pupils and parents are to know that bullying Seaton primary school has a zero tolerance policy towards bullying.

What is bullying?

Bullying is defined as deliberately hurtful behaviour by an individual or group, repeated over a period of time, that intentionally hurts another individual or group either physically or emotionally. There is often an imbalance of power between the perpetrator and victim, which makes it difficult for those being bullied to defend themselves.

At Seaton we use the Acronym STOP to help define bullying

Bullying takes many forms:
- Emotional – being unfriendly, excluding, tormenting
- Physical - pushing, kicking, hitting, punching or any use of violence
- Cyber – via text messages, social media or gaming which can include the use of images and video
- Psychological – knowing what upsets someone
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Sexual - unwanted physical contact or sexually abusive comments.

Bullying is often motivated by prejudice against particular groups:
- Race
- Religion
- Gender
- Sexual orientation and gender identity
- Special educational needs or disabilities

- Adopted children, children in care or children that have caring responsibilities

Who is vulnerable?
- Looked After Children
- Children/adults with special educational needs
- Children suffering from health problems
- Children/adults from ethnic minorities
- Mid phase admissions
- Children/adults with disabilities
- Traveling children/adults

Staff should be alert to the fact that children with disabilities or special educational needs can often lack the social or communication skills to report incidents.

Signs and symptoms of bullying
A child may indicate by signs or behaviour that he or she is being bullied. All staff and parents should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school rather than walk
- Changes their usual routine
- Is unwilling to come to school
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions go missing
- Asks for money, loses money frequently or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Comes home hungry (lunch/money has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Gives unbelievable / strange excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention of Bullying

At Seaton, we celebrate diversity and work hard to create a culture where prejudice and hatred is not accepted. Through our school values, we aim to create an ethos of being respectful, where pupils and staff treat one another with respect because they know it is the right way to behave (see the school's behaviour policy).

Some methods to inform children and help to prevent bullying may include:
- Children knowing and using the school's values
- Writing and signing a behaviour contract for their class
- Staff, parent and pupil charters
- Children, parents and staff should know the anti-bullying policy and have access to it.
- Discussing bullying in assemblies
- Inviting visitors into school e.g. police
- PSHE lessons using Jigsaw – focus on differences and use the Jigsaw charter
- RE lessons – understanding different religions
- Opportunities for discussions focused on LGBT are weaved throughout the curriculum
- The school has an annual Anti-Bullying Week and cultural week
- Reading stories about bullying/differences
- Having discussions about bullying
- Big Questions in reading units – allow children to express opinions and discuss points of view about bullying
- Our school is a TELLING school - children are taught the importance of speaking out about bullying concerns.
- Children are also taught the importance of being a bystander and reporting what they see
- Children having a voice through the school council/voice boxes
- Teaching children how to keep themselves safe online

We know that bullying, if left unaddressed can have a devastating effect on children and can be a barrier to their learning. It can also have serious consequences for a child's mental health. Our school has a responsibility to respond promptly and effectively to any issues of bullying.

How do we respond to bullying?

We aim to tackle bullying through early intervention which sets out clear expectations of the behaviour that is and isn't acceptable in our school. We ensure that all prejudice, name-calling, unwanted touch, rumour mongering and disrespect between pupils is challenged and dealt with in line with our behaviour policy.

Procedures
- All reports of bullying will be taken seriously.
- Children/parents should report bullying incidents to staff (TA's and non-teaching staff to report incidents to teachers). Teachers will report all incidents onto Safeguard software. Class teachers will investigate the bullying issues reported and the bullying stopped quickly. The school will take measures to ensure the victim of bullying is safe.
- The investigation will be discussed by the class teacher and the phase leader.
- In all cases of bullying, parents/carers will be informed and a phone call or meeting arranged to discuss the problem.
- Class teacher & phase leader will meet with the child and parents to update them on the findings of the investigation and the actions that will be taken moving forward. (The contents of this meeting will be recorded on safeguard software)

- The perpetrators will receive disciplinary sanctions. (see 'outcomes' below).

- The phase leader will monitor all reported cases of bullying and update safeguard software. Staff working with both the victim and perpetrator will be asked to monitor and feedback to the phase leader. If bullying continues the Deputy Headteacher or Head of school should be informed and will intervene.

- Pastoral support will be given to children who are bullied and children who bully.
- If deemed appropriate, the school will draw on external services to support the pupil who is experiencing bullying.
- Schools will try to tackle underlying issues/motivations that have contributed to a child engaging in bullying and seek support from outside agencies if necessary.
- If staff feel an offence may have been committed, the police will be informed (e.g. harassing/threatening behaviour or communications).
- All incidents of bullying are reported to governors.

Outcomes
- The bully (bullies) may be asked to genuinely apologise- verbally or through making a card or writing an apology.
- In more serious cases, parental involvement or even internal/external exclusion will be considered.
- If possible, the pupils will be reconciled (make friends).
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Our school follow a behaviour policy where there is a hierarchical order of adults that monitor behaviour and bullying.
- All incidents will be logged on Safeguard software and monitored/ updated by phase leaders and senior leaders. If necessary, outside agencies will be utilised to support children/adults within the school.
- The SENCO/Pastoral support leader will liaise with families and action outside agencies as instructed by the Head Teacher.

Safeguarding
When there is reasonable cause to suspect that a child is suffering or likely to suffer significant harm, this will be addressed as a child protection concern. School staff should report to the school's designated safeguarding lead, who will report their concerns to the local authority children's social care and work with them to take appropriate action (see part 1 of Keeping Children Safe in Education).

Bullying which occurs outside the school premises

Where bullying that takes place outside of the school premises is reported to staff, it will be investigated and acted on following the procedures above.

If appropriate, the police/anti-social coordinator in the local authority will be informed.

Cyber bullying

Cyber bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience.

- Any reports of cyber bullying will be acted upon following the procedures above.
- If parents/children report cyber bullying, it will be taken seriously and staff should ask if it is possible for them to provide evidence.
- Staff have the right to seize any electronic devices, such as mobile phones, and to examine data and files where there is good reason to do so. There is no need to have parental consent.
- If an electronic device has been seized and the staff member has reasonable grounds to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as is reasonably practicable.
- Evidence should not be deleted prior to giving it to the police.
- If staff do not suspect there is evidence in relation to an offence, they can decide whether it is appropriate to delete or retain the material as evidence of a breach of school discipline.

Where bullying has severe impact

If bullying leads to a child experiencing pronounced social, emotional or mental health difficulties our schools will make appropriate provision to meet the child's short term needs which will be decided on individual circumstances.

- The school will take measures to tackle the bullying so that the bullied child feels safe at school and on their way to and from school.
- The school will make every effort to ensure that bullied children continue to attend school as absences disrupt their education and make it difficult for them to reintegrate.

Bullying of Staff
Bullying of staff, whether by pupils, parents or colleagues is unacceptable. All forms of bullying (including cyber bullying) will be handled as a community issue and staff should report it to phase the head teacher immediately.

Staff should be aware of the *'Cyberbullying: Advice for headteachers and school staff'* document which offers advice on how to protect themselves from cyberbullying and what to do if it happens.

Our Anti Bullying Policy

Generated in PSHE lessons by year 6
Bullying is defined as: "when a person deliberately, repeatedly hurts someone else, mentally or physically."

What types of bullying are there?
Physical – hitting, hurting, pinching pulling hair
Verbal – calling names, saying nasty things
Cyber – on the internet, sending nasty texts
Saying horrible things about people's race, religion, homelife, family, disabilities.
Ganging up on people, threatening people

How do bullies make us feel?

Isolated, depressed, stressed, sad, upset

What should we do if we are being bullied or if we think someone else at our school is being bullied?

TELL SOMEONE!

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