

Springwood Infant and Junior School Federation

TOGETHER WE LEARN, TOGETHER WITH GROW

Springwood Federation Anti Bullying Policy

Statutory Policy

Approved By: **Governing Body**

Effective Date: **September 2025**

Review By: **September 2026**

Stay Safe,
Treat Others How You Wish to be Treated,
Try Your Best and be Proud

SPRINGWOOD INFANT AND JUNIOR SCHOOL FEDERATION ANTI BULLYING GUIDANCE

The Anti Bullying Policy has been developed in line with national expectations detailed in Education Framework, Keeping Children Safe in Education and Behaviour in Schools. It should also be read in conjunction with Springwood Infant and Junior Federation Child Protection and Safeguarding Policies, Behaviour Policy and Equalities Policy.

Springwood Federation are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our schools.

Our Core Values are:

- **Staying Safe**
- **Treat each Other How You Wish to Be Treated**
- **Try Your Best and Be Proud**

It is essential that the whole school community shares the ethos of promoting self worth and respect for others. Everyone should have a clear understanding, of what bullying is, how we can act to prevent it and measures which can be taken to deal with a reported incident.

What is bullying?

The National Society for the Prevention of Cruelty to Children defines bullying as:

“Bullying is intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone.”

It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.”

And Cyberbullying as:

“Cyberbullying is bullying that takes place online. Unlike bullying offline, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone. A person can be bullied online and offline at the same time.”

Springwood Federation understand that bullying can involve people of any age. It can occur at any time and take place anywhere - including pupils' homes, their school and / or using online platforms and technologies (cyberbullying). Bullying behaviour is **repeated and sustained** and results in pain and distress to the victim.

We are a TELLING school.

This means that **anyone** who knows that bullying is happening is expected to tell a member of staff. If bullying does occur, it is the schools' expectation that all pupils should be confident to tell a trusted adult and know that any incidents will be dealt with promptly and effectively so they remain safe.

What does bullying behaviour look like?

Children and young people can both bully and be bullied at the same time. Some children and young people are more vulnerable to bullying because of their physical characteristics (such as height, weight or hair colour) or social characteristics (such as where they live, ethnicity, religion, disability or sexuality). Anyone can be bullied for any reason or difference.

Bullying can take different forms. It could include:

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulative behaviour
- making silent, hoax or abusive calls.

The following types of bullying are also hate crimes:

- racial, sexual, transphobic or homophobic bullying
- bullying someone because they have a disability.

Cyberbullying can include:

- sending threatening or abusive text messages
- creating and sharing embarrassing images or videos
- trolling – the sending of menacing or upsetting messages on social networks, chat rooms or online games
- excluding children from online games, activities or friendship groups
- shaming someone online
- setting up hate sites or groups about a particular child
- encouraging young people to self-harm
- voting for or against someone in an abusive poll
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name
- sending explicit messages, also known as sexting
- pressuring children into sending sexual images or engaging in sexual conversations.

What are the common signs and symptoms of bullying?

No single sign will indicate for certain that your child's being bullied, but watch out for:

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- a change in how they are doing at school, including a dip in grades or not handing homework in
- asking for, or stealing, money (to give to whoever's bullying them)
- a change in behaviour, including being nervous, losing confidence, or becoming distressed and withdrawn
- a change in eating or sleeping habits
- bullying others

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

How do Springwood Federation prevent bullying?

The federation work hard to prevent bullying and are dedicated to ensuring that instances of bullying, including cyber bullying and prejudicial bullying, are extremely rare.

There are a number of strategies that are employed to provide victims of bullying with a way of communicating their issue to a responsible adult. For example, pupils are encouraged to report incidents directly to a trusted adult. Examples of whom may include, their teacher, a teaching assistant, a lunchtime supervisor or the ELSA.

Both schools have curriculum content throughout the year that targets understanding and awareness of bullying issues. Through focused anti bullying PSHE lessons, class and whole school assemblies, pupils are educated about the different forms of bullying (appropriate to their age and stage of development). They learn ways in which they can actively prevent bullying incidents and the importance of telling if they believe they or someone else is being bullied. Both schools offer at least annual workshops for pupils on the hazards of cyber bullying. The school website signposts parents /carers to guidance concerning ways the school keeps children safe, how to support children's health and wellbeing and e-safety.

Springwood Federation take all misuse of social networking very seriously and strives to inform and work with parents about the terms and conditions of these sites. In the majority of cases these sites and apps are prohibited to members under the age of 13 years old.

The Law

Crime – some bullying incidents may involve a criminal offence or a civil breach of the law. For example, this could include physical and sexual assault (actual or threatened), cyber bullying, homophobic or racist incidents.

Duty of Care – organisations and adults working with children **must** meet the legal requirements to safeguard children and prevent discrimination.

What happens when a bullying incident occurs?

The creation of a positive, caring and secure environment within our schools will promote the conditions which will enable effective teaching and learning to take place. Our work on promoting our core values will also focus on enabling children to become intrinsically motivated through reflecting on and evaluating actions they have taken or failed to take.

Bullying of any kind, whether physical, verbal or indirect will not be tolerated in the schools and sanctions will be applied in accordance with these guidelines. We take this type of behaviour very seriously and actively seek to reduce its occurrence and impact through adherence to the following principles:

- promote in our children a sense of self-worth and respect for others through our school values
- promote a culture where children are willing to report incidents of bullying
- use the curriculum to raise children's awareness of bullying and to provide opportunities to discuss issues relating to bullying, participating in and responding to National Initiatives and events
- gather information about the level, nature and location of bullying and take preventative measures where possible
- find out details and facts of reported incidents and ensure they are recorded appropriately
- offer protection and support to the victim of such behaviour and the bully. Ensure they are both helped to develop positive and assertive strategies to deal with future problems
- involve parents at an early stage
- involving pupils in supporting other children during break times
- involve, when necessary, outside agencies such as Educational Psychologists, Special Educational Needs Support Services and the Primary Behaviour Support Service

What are the intended outcomes of a raised bullying concern?

- The bully (bullies) may be asked to genuinely apologise. Age-appropriate consequences will be actioned following Springwood Federation's Behaviour Policy and records will be updated.
- Monitoring of behaviour/s by members of the senior leadership team for a standard period of two weeks will occur in the case of most reported incidents. This may be extended if the monitoring evidence determines that this is necessary.
- In serious cases, in-school isolation, fixed term suspensions (or permanent suspensions will be considered as a last resort).
- The effectiveness of the policy may be reviewed with parents concerned as deemed appropriate

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

How do Springwood Federation ensure incidents of bullying are effectively managed?

Springwood Federation self evaluate its effectiveness in managing bullying against the criteria for evaluating behaviour and attitudes in the Education Framework. The school may make reference to this in meetings with parents and through its written communication to parents. Additionally, the governing body will review records kept of bullying incidents and judge the effectiveness of the anti-bullying policy.

Bullying will not be tolerated

Please follow the NSPCC link for further advice and support if required:

<https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/dealing-with-bullying/>