

South Hill Primary School



Anti-Bullying Policy

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South Hill Primary School

“Building Character, Learning together”

1. Introduction

At South Hill School, we believe that all our pupils should be able to learn in a supportive safe and caring environment. All our pupils should be able to learn in an environment without the fear of bullying.

At South Hill School, we are committed to ensuring that bullying is eliminated at our school. Bullying is anti-social, affects wellbeing and is totally unacceptable. If bullying does occur, all pupils should feel safe to tell an adult and to know that incidents will be dealt with promptly.

South Hill School is committed to working with staff, governors, pupils and parents/carers to create and maintain a school community where bullying is not tolerated.

2. Aims

At South Hill School, it is our aim to:

- Provide our pupils with a safe and secure environment in which we can learn without anxiety
- Provide a consistent whole school response to any form of bullying
- Make it clear that all forms of bullying are unacceptable
- Ensure our pupils feel confident to speak about any form of bullying they may experience
- Ensure our pupils feel confident to share any form of bullying towards another pupil
- Deal effectively and promptly with bullying
- To liaise with parents and other appropriate members of the school community
- Ensure all members of the school community share the responsibility for combating bullying.

3. The definition of Bullying

What is bullying? The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. (Anti Bullying Alliance, 2023)

Bullying can be:

Emotional: e.g. hurting people's feelings; leaving someone out or criticizing someone, especially when other people are present, in a way that makes them feel bad about themselves

Physical: e.g. punching, kicking, shoving, spitting, hitting, pushing or taking belongings

Verbal: e.g. being teased; name-calling; saying things behind a person's back; gossiping; spreading hurtful rumours; mocking or taunting

Written: e.g. letters, notes, graffiti or written words

Discrimination: e.g. calling someone names because of the colour of their skin, race, religion, beliefs, gender, sexuality or age

Cyber: Saying unkind things, images by text, email or online

4. When is it Bullying?

In order to help our pupils, understand bullying, we have introduced the following acronym – STOP.

S- Several

T- Times

O - On

P- Purpose

5. What can our pupils do?

At South Hill, we encourage our pupils to be assertive and say STOP. We want our pupils to be able to tell a trusted person.

S- Start

T- Telling

O-Other

P- People

If a child feels worried and they cannot directly talk to somebody, a member of staff will be able to support them if they use their class 'Worry Box' or 'Worry Monster'. In this instance the child can write their name and if they can, their concern, and a member of staff will talk to them about it.

Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

- those related to a protected characteristic i.e race, religion, faith, culture, sexuality, age or gender
- those related to SEND (Special Educational Needs or Disability)
- those related to appearance or physical/mental health conditions
- those of young carers, children in care or otherwise related to home circumstances
- those which are implemented via technology or online, "cyberbullying"

We emphasise the need for everyone to **respect** each other and value difference as part of our school community.

Bullying Prevention

Preventing and raising awareness of bullying is essential to keeping incidents to a minimum. Through assemblies as well as PSHE lessons, pupils have regular opportunities to understand and discuss bullying.

We also encourage pupils to tell an adult about issues that cause concern or anxiety, even if the problem is not by nature bullying, e.g. a fall out with a friends or a one-off argument, which causes anxiety.

Roles and Responsibilities

It is the role of the Headteacher and Mrs Albery to implement the school anti-bullying strategy, ensure that staff are aware of the policy, and know how to deal with bullying incidents.

The Headteacher and Senior Leadership Team, along with the Governing Body has a responsibility to promote and inclusive, welcoming and safe ethos, which promotes wellbeing and safeguarding. They also have the responsibility of reviewing this policy and reporting incidents.

Pupils have responsibility for reporting any bullying incidents (experienced or witnessed) and to promote a no-bullying environment.

Parents have a responsibility to support our work on preventing and dealing with bullying and safeguarding.

Responding to Reports about Bullying

School

The School will take the following steps when dealing with concerns about a suspected report of bullying:

- it will initially be investigated by the member of staff who has been made aware
- the Class teacher will be informed
- one of the SLT or Mrs Albery will investigate further by interviewing all those involved and keep a detailed record
- a clear account of the concern to be recorded on CPOMS by both the initial member of staff who was made aware and also by the investigating member of SLT or Mrs Albery
- the HFL Incident Log will be used, if required, the investigating member of staff

- the investigating member of staff will inform parents and other relevant adults will be informed
- appropriate consequences will be used, in line with the school's positive behaviour policy

Pupils

Pupils who have been bullied will be supported by:

- offering the opportunity to speak to an adult of their choice about the experience
- providing reassurance that the bullying will be addressed
- offering further support/monitoring of the situation
- restoring self-esteem and confidence
- special interventions and referrals if needed

Pupils who have bullied

A pupil who has bullied will be helped by:

- discussing what happened and why
- establishing the wrong doing and the need to stop
- informing parents to support the change in behaviour
- specialist interventions or referrals if needed

The following disciplinary steps can be taken:

- official warnings to stop the bullying
- loss of playtime and lunch time play to protect others until issues are resolved
- time Away in another classroom to protect others until issues are resolved
- Fixed term exclusion
- Permanent exclusion

We may also use other consequences in accordance with our Positive Behaviour Policy.

Cyber Bullying

If online bullying takes place, the school may:

- request content be removed
- report account/content to service provider
- speak with police or local services

This Policy links with a number of other school policies such as:

- Positive Behaviour Policy/ Strategy
- Complaints Policy
- Child Protection Policy (which includes child on child abuse)