

South Hill Primary School



Anti-Bullying Policy

Written: February 2022
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Review Date: September 2022

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? Bullying is when someone hurts someone else, more than once, by using behaviour or words which are meant to frighten or hurt that person.

Bullying can be:

Emotional: Hurting people's feelings, leaving someone out.

Physical: Punching, kicking, shoving, spitting, hitting and pushing, taking belongings.

Verbal: Being teased, name-calling, saying things behind a person's back, gossiping, spreading hurtful rumours, mocking, taunting.

Written: Letters, notes, graffiti

Racist: Calling someone names because of the colour of their skin or religion.

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

Each class has a 'Worry Box' if they feel they cannot directly talk to somebody.

Forms of Bullying

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

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology –“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 are given regular opportunities to understand and discuss bullying.

We also encourage pupils to tell an adult about issues that are not deemed as bullying such as a fall out with a friends or a one-off argument which causes anxiety.

Roles and Responsibilities

It is the role of the Co-Headteachers and the SLT to implement the school anti-bullying strategy and ensure that staff are aware of the policy and know how to deal with bullying incidents.

The Co-Headteachers 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 incidents of bullying 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 be dealt with immediately by the member of staff who has been made aware
- Gather and record concerns about bullying incidents
- A clear account of the concern to be handed to one of the Co-Headteachers
- One of the Co-Headteachers or member of the SLT will interview those involved and keep a detailed record
- The HFL Incident Log will be used
- Class teacher will be informed
- Parents and other relevant adults will be informed
- Consequences and sanctions will be used as appropriate and in consultation with all parties involved.

Pupils and Staff

Pupils and staff 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
- The use of 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
- Time Away in another classroom
- Fixed term exclusion
- Permanent exclusion

We may also use sanctions in accordance with our Behaviour Policy.

Cyber Bullying

If online bullying takes place the school may

- Requesting 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:

- Behaviour Policy/ Strategy
- Complaints Policy
- Child Protection Policy

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