

South Hill Primary School



Anti-Bullying Policy

Date adopted: January 2026
Due for review: January 2027

1. Introduction

South Hill Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Bullying behaviour is unacceptable in any form. Anyone who knows that bullying is happening is expected to tell a member of staff. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed and then discussed with a member of the SLT or headteacher. A clear account of the incident(s) will be recorded. All relevant staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

If bullying does occur, all pupils and parents 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 they 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 reports of bullying
- 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

Bullying is defined as behaviour by one or more individuals which produces damaging or hurtful effects, physically or emotionally, to any individual. Bullying can include name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

Bullying includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, instant messengers, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

4. Types of bullying

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 or sending images by text, email or online

5. Forms of bullying

- Bullying can happen to anyone and includes:
- 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)

6. When is it bullying?

To help our pupils, understand and recognise bullying, we teach our pupils the following acronym – STOP.

S-Several

T-Times

O-On

P-Purpose

7. What can our pupils do?

At South Hill, we encourage our pupils to be assertive and say STOP. We encourage our pupils to always tell a trusted person if they think they are being bullied.

S-Start

T-Telling

O-Other

P-People

If a child feels worried and they cannot directly talk to somebody they can use the class worry box or worry monster.

8. Preventing, identifying and responding to bullying

At South Hill School, we aim to:

- Create and support an inclusive environment which promotes a culture of mutual respect
- Actively provide opportunities to develop pupils' social and emotional skills, including their resilience
- Provide appropriate opportunities for addressing bullying in all forms throughout the curriculum
- Challenge behaviour which does not uphold the values of tolerance, non-discrimination and respect towards others
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice regarding positive online behaviour
- Ensure that pupils, parents and staff know that any report of bullying will be taken seriously
- Ensure all staff play an active role in dealing positively with bullying and the prevention of bullying.
- Provide staff training around 'child on child abuse' so all members of staff are aware of the impact it has
- Proactively gather and record concerns about bullying incidents and use this to support the development of strategies to prevent bullying from occurring (CPOMs)
- Actively create "safe spaces" for vulnerable children and young people which can be accessed when appropriate (for example, nurture lunch)

- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied
- Work with other agencies and the wider school community to prevent and tackle concerns
- Celebrate success and achievements to promote and build a positive school ethos

9. Roles and responsibilities

The Headteacher and Senior Assistant Headteacher (INCO) are responsible for anti-bullying. It is the overall role of the Headteacher to promote the zero-tolerance ethos against bullying of any form. The Headteacher and Senior Leadership Team have a responsibility to promote the wellbeing, safety and safeguarding of all pupils and staff.

The SLT also have a responsibility to report incidents of bullying and to monitor and review the implementation and impact of this policy. All teaching and support staff have a responsibility to contribute to building and maintaining a school ethos which is welcoming, supportive and inclusive.

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

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

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 have a responsibility to promote an inclusive, welcoming and safe ethos, which promotes wellbeing and safeguarding. They also have the responsibility of reviewing this policy annually.

10. 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 and other relevant adults
- One of the SLT will investigate further by interviewing all those involved and keeping a detailed record
- A clear account of the concern will be recorded on CPOMS by both the initial member of staff who was made aware and also by the investigating member of SLT
- 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 wrongdoing and the need to stop
- Informing parents to support the change in behaviour
- Specialist interventions or referrals if needed