



ANTI-BULLYING POLICY

2023-2024

Headteacher Signature: 

Agreed by the Governing Body

Chair of Governors Signature: 

Date: September 2023

Date of next review: September 2023



Southwick Community Primary School & NEW BEGINNINGS NURSERY

ANTI-BULLYING POLICY - SEPTEMBER 2023

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

‘Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally’
(Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education)

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
- Racial taunts, graffiti, gestures
- Sexual comments, and/or suggestions
- Unwanted physical contact

We are aware that children from ethnic minorities, those identifying as LGBT, disabled children and those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Aims

The aims of our anti-bullying policy are as follows:

- To create an ethos in which attending our school is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe while at Southwick Community Primary School.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.



- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of our community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

Statement of Intent

At Southwick Community Primary School believe that:

- Bullying, including cyber bullying, is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness. We are a 'telling' school.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- Pupils will talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously.
- Our pupils are involved in decision-making about matters that concern them.
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear.
- We maintain and develop effective listening for children and staff within our school. Eg through Jigsaw, PSHE and circle time, assemblies and constantly promoting the message that all our children are important and have the right to be safe, happy, respected and listened to and supported.
- We ensure all staff address incidents of bullying, including cyber bullying, effectively and promptly.
- We ensure that all adults who have contact with our children e.g. midday supervisors, part-time staff, volunteers, vicar, support staff etc know how to respond if they witness or are told of a bullying incident.
- We communicate with parents and the wider school/setting community effectively on the subject of bullying, its definitions and how to report it.
- We acknowledge the key role of every staff member in dealing with incidents of bullying.
- We ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations, providing support and education for both the victim and the bully in order to affect future behaviour.
- We promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

Update (8.9.21): In response to new mandatory legislation, it is necessary to outline our school's approach to sexism and sexual harassment. The school has never tolerated this type



of behaviour and has always sought to educate children around stereotypes and negative attitudes towards others.

We want everyone in our school to feel included, respected and safe. We will not tolerate verbal abuse, which includes name-calling and sexist comments.

Sexist comments are those that discriminate based on sex, particularly against women.

Sexism also includes behaviour or attitudes that create stereotypes of social roles based on sex.

All staff and pupils are encouraged to call out and/or report this behaviour. If pupils make these comments, we will:

- Ask them to apologise to anyone the comment was directed at
- Support and educate them to improve their behaviour
- Monitor their behaviour for any recurrence
- Escalate the sanction to [insert as appropriate, e.g. a letter or phone call to parents] if the pupil refuses to apologise in the first instance

Our PHSE curriculum and whole school ethos will cover what healthy and respectful behaviour towards one another looks like.

Reporting incidents of bullying: Advice for parents/carers.

There are several methods for reporting suspected bullying incidents:

- Please make a report in person
- Please contact the school by phone and ask to speak to your child's teacher or the Head Teacher, Deputy Head Teacher or Assistant Head Teacher
- Please email the school
- Please write a letter to the Head Teacher

Investigating allegations of bullying

When parents have raised a concern about a potential bullying issue, it is imperative that they be assured that swift action will be taken. Our response will be as follows:

- The Head Teacher or class teacher will contact the parent making the report about your concern. The Head Teacher will talk to all parties concerned to establish what has happened and if the incident is considered bullying.
- The Head Teacher will talk to the parents of the victim and the parents of the alleged bully (This would usually be done separately)
- Staff are unable to discuss any child other than the parent's child with them



Our approaches to dealing with bullying

Everyone

We believe that everyone involved in the life of Southwick Community Primary school must take responsibility for promoting a universal anti-bullying approach.

We agree to:

- tell (whether in or out of school)
- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice support each other in the implementation of this policy

Staff

- All staff are expected to report incidents of bullying to the Head Teacher.
- All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school policy
- Log any incidents of bullying on CPOMS and share these incidents with SLT and other relevant staff
- Promote positive behaviour through promoting the Jigsaw programme across the curriculum and adhering to school's Behaviour and SEMH policies
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good example and help create a positive atmosphere
- Raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, school/children's council, etc.
- Through the Head Teacher, keep the governing body well informed regarding issues concerning behaviour management

Governors

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying



- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

Through the development and implementation of this policy, we will ensure that all children, parents/carers and staff will:

- Feel confident that everything is being done to make our school a safe and secure environment in which quality learning can then take place
- Feel supported in reporting incidents of bullying, including cyber bullying
- Remember that we are a 'telling' school and be reassured that if any member of our school 'tells', they will be listened to with sensitivity and respect, and action will be taken.

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school.

This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding such as our Behaviour Policy and SEMH Policy.

All of our policies are available on the school website or hard copies are available upon request.



APPENDIX A

All STAFF

Advice on when reacting to a specific incident

Before recording an incident it may be useful for staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?

Although incidents may not be bullying, they should always be followed up thoroughly in school and dealt with appropriately with timeliness and sensitivity.

All incidents of bullying (as defined in our policy) will be recorded on CPOMS.

The Head Teacher will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents/carers of all children/young people involved will be informed of what has happened, and how it has been dealt with.

All discussions and actions relating to the incident/investigation will be documented.



APPENDIX B ADDITIONAL INFORMATION FOR PARENTS

Whenever a bullying incident is discovered, we will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

Before progressing it may be useful for parents/carers to consider the following:-

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure your child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in your child's behaviour?

(Although incidents may not be bullying they will always be followed up thoroughly in the school and dealt with appropriately.)

When a bullying incident has come to our attention it will always be taken seriously, investigated and actioned. However, we cannot report back to the parent/carer of any child except their own.

Southwick Community Primary School will:

- Talk the incident through with all parties involved
- Support the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Explore the use of Restorative Approaches
- Discuss which rule(s) have been broken
- Discuss strategies for making amends

Actions will be in line with our behaviour policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Restorative Approaches
- Time away from an activity
- Staying indoors during break time and lunchtimes
- Meeting with staff, parent and child
- Missing another activity
- Time out from the classroom
- Pastoral support plan
- Fixed term exclusion
- Permanent exclusion