

Sunning Hill Primary School



Anti-Bullying Policy

January 2024

Linked Documents: Behaviour Policy, Physical Restraint Policy, Transgender Policy

Governing Body Review date: January 2026

BEHAVIOUR POLICY

Rationale:

Everyone at Sunning Hill Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to speak to either a member of the school staff, a friend or a trusted adult outside of school so steps can be taken to tackle the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and build an anti-bullying ethos in the school.

This policy outlines how we make this possible at Sunning Hill.

Definitions of Bullying:

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This includes any on-line activity and can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone. All forms of bullying or discrimination are unacceptable, including bullying which links to:

- Racism, religion and culture
- Homophobia and/or gender identity
- SEN and disability
- Any type of social disadvantage or vulnerability

The school works hard to ensure that all pupils, staff, governors and parents know the difference between bullying and 'falling out'.

Actions to Tackle Bullying:

Prevention is better than cure, so at Sunning Hill we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. In addition, activities will be linked to National Anti-Bullying week.

Pupils are told that they must report any incident of bullying to a trusted adult within the school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report this to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents on our CPOMs system by the person who is dealing with the incident. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying must be reported to the Headteacher or a member of SLT. If bullying includes racist abuse then a Racist Incident Form must be completed.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. The victim needs to feel fully supported that this bullying will not continue and they feel safe when in school.

Support may also be needed for the child who has carried out the bullying. It is important to find out why the child has bullied and support them with strategies they can use to ensure the bullying stops.

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Parental Involvement:

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. A monitoring system may also be used, usually incorporating a reward for achieving desired behaviours.

Parents are reminded to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer.

Whilst there is little history of bullying at Sunning Hill Primary School, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we will call on outside resources such as Aspire to support our action.

Our school aims to support all families and the wider community. Any queries or concerns regarding individual policies will be considered on an individual basis.