

SUTTON-ON-SEA COMMUNITY

PRIMARY SCHOOL



Anti-Bullying Policy

This policy is based on **DfE guidance Preventing and Tackling Bullying (2017)** and supporting documents. It also considers the **DfE statutory guidance Keeping Children Safe in Education**.

This policy outlines what Sutton-on-Sea Community Primary School will do to prevent and tackle all forms of bullying. We are committed to developing an anti-bullying culture where the bullying of children, young people and/or adults is not tolerated in any form.

The school recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

The school recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy
- School Governors to take a lead role in the monitoring and review of this policy
- All staff, including governors, senior leadership, teaching and non-teaching staff to support, uphold and implement this policy accordingly
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by this policy.

Definition of Bullying

- Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE Preventing and Tackling Bullying July 2017).
- 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 or untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- This includes unacceptable behaviours and/or derogatory comments, which may be made in relation to protected characteristics. This includes homophobic language and racist language.
- Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development

Forms of bullying covered by this policy

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

- Bullying related to protected characteristics (inclusive of homophobic and racist language)
- Bullying related to SEND (Special Education Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying via technology, known as online or cyberbullying

School Ethos

We recognise that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental health and wellbeing. By effectively preventing and tackling bullying, we can help to create a safe and nurturing environment where pupils are able to achieve optimum happiness and success in learning and life.

Our Community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis
- Supports staff to promote positive relationships, to help prevent bullying both at school and in the wider world
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required at school and within the wider community
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy
- Requires all members of the community to work with the school to uphold the anti-bullying policy
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints
- Seeks to learn from good anti-bullying practice elsewhere
- Utilises support from the Local Authority and other relevant organisations when appropriate

Responding to Bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.

- If bullying is physical or relates to homophobic or racist language being used, the incident will be dealt with by the senior leadership team.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The Headteacher/Designated Safeguarding Leads or another member of leadership staff will speak to all parties involved.
- The Designated Safeguarding Lead (DSL) will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/carers where appropriate.
- Actions and support for individuals will be implemented.
- Actions will be adapted if required in line with pupils SEND/disabilities or vulnerability.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including Early Help or Children's Services.
- Where the bullying takes place off the school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is investigated.
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions taken and actions.

Cyberbullying

Note: School will ensure staff have access to the Childnet Cyberbullying guidance

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - Looking at use of the school systems;
 - Identifying and interviewing possible witnesses;
 - Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.

This may include:

- Submitting reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Requesting the deletion of locally-held content and content posted online if

they contravene school behavioural policies.

- Ensure that any supportive actions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the person responsible, as well as ensuring access to any additional help that they may need
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.

Involvement of Pupils

We will:

- Involve pupils in decision making, to ensure that they understand the school's approach and are clear about the part they have to play to prevent bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of actions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Involvement and liaison with parents/carers

We will:

- Take steps to involve parents/carers in developing policies and procedures, to ensure they are aware that the school does not accept any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents/carers work with the school to role model positive behaviour for pupils, both on and offline.

- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and Review: Putting policy into practice

The school will ensure that staff regularly monitor and evaluate policies and protocols to ensure that the Anti-Bullying policy is being consistently applied.

- Any issues identified will be incorporated into the school's action planning.
- The Headteacher will be informed of bullying concerns, as appropriate.
- The named Governor for safeguarding will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Useful Links and Supporting Organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Linked Policies

This policy links with several School policies, including:

Behaviour policy

Safeguarding and Child Protection policy

Acceptable Use policies

Curriculum policies, such as: RSE, Teaching and Learning

Social Media policy

Equal Opportunities statement

This policy will be reviewed annually by the Headteacher and Governing Body.

Date of next review: September 2025