



# South Hetton Primary School Anti-Bullying Strategy



Date Reviewed	June 2025
Next Review Date	June 2026

## Anti-bullying Strategy South Hetton Primary School

### Key Principles

Everyone at South Hetton Primary has the right to feel welcome, secure and happy. Bullying prevents this, undermines self-esteem and denies equality of opportunity. It is everyone's responsibility to challenge bullying and this policy contains guidelines for action.

Our school code uses the Equality Act 2010: To treat everyone Equally and Fairly regardless of:

- Age
- Disability
- Gender
- Gender Identity
- Race and Nationality
- Religion and belief
- Pregnancy
- Marriage
- Sexual Orientation

We will adhere to the legal definitions of these protected characteristics as set out by the Equality and Human Rights Commission (EHRC) code of practice (see Equal Opportunities Policy).

**Our Intent:** It is everyone's responsibility to challenge bullying and this policy contains guidelines for action.

Where bullying exists or is suspected, the victims must feel confident to activate our anti-bullying systems within the school.

This policy is linked to Safeguarding, Behaviour, Child Protection, Equality, Inclusion, Online Safety and Acceptable Use policies.

### Aims and Objectives

- Provide sufficient and swift support for children and staff at risk of being bullied;
- Challenge attitudes about bullying behaviour;
- Develop an anti-bullying ethos in the school;
- Establish and maintain a record of bullying incidents and actions taken as a result.

## What is Bullying?

Bullying is *deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves.*

Our pupil version: *Doing something Several Times On Purpose to hurt/upset someone else.*

Bullying can take many forms:

- Name-calling
- Violence
- Threatened violence
- Isolation
- Ridicule
- Emotional bullying
- Indirect action such as spreading unpleasant stories
- Cyber-bullying

In some cases, bullying can be prejudice driven and some may be targeted at someone due to:

- Age
- Race
- Religion or culture
- SEN or disability
- Health conditions or appearance
- Sexual orientation
- Gender
- Gender identity
- Beliefs
- Home circumstances.

At South Hetton, all forms of bullying will be investigated and challenged.

## Who does the policy apply to?

This policy applies to all forms of bullying within the school environment, between all stakeholders: children, staff and parents for example:

- Children bullying each other
- Children bullying staff
- Staff bullying children
- Staff bullying each other
- Parents bullying staff

The school works hard to ensure that all stakeholders know the difference between bullying and simply “falling out”.

### **Tackling Bullying: Whole-School Approach**

Senior leaders will organise regular assemblies and special events to reinforce the school’s anti-bullying message, promote expectations and procedures, and support vulnerable pupils. Assemblies will also celebrate diversity, using resources such as the *Educate and Celebrate* and *No Outsiders* programmes.

At the start of each academic year, senior staff will review the School’s Code of Conduct, including anti-bullying measures, with all pupils. This will be revisited by staff regularly throughout the year.

Staff will remain vigilant for signs of bullying and will always take reports seriously. The curriculum will be used wherever possible to reinforce the school’s values and equip pupils with strategies to address bullying. In PSHCE lessons, year group teachers will deliver well-sequenced units that build pupils’ understanding and confidence over time.

### **Pupil Involvement**

Pupil voice meetings will be held throughout the year and will regularly address bullying. Dedicated anti-bullying lessons will also be delivered to focus specifically on this issue.

### **Identifying Bullying**

Bullying can be difficult to identify because it is often subtle, covert and rarely witnessed by adults. However, some of the warning signs can include:

- Torn clothing and damaged books
- Sudden mood swings
- Loss of belongings
- Requests to be accompanied to and from school
- Bedwetting
- Nail biting
- Nervous tics
- Sleep walking
- Flinching
- Underachievement
- School refusal
- Temper flare ups
- Physical marks
- Avoidance of certain days

- Psychosomatic illness

### Responding to Bullying at South Hetton Primary

Pupils are regularly reminded—through assemblies, staff guidance, and PSHE lessons—that they must report any incidents of bullying to an adult. They are also taught that if another pupil confides in them or if they witness bullying, it is their responsibility to inform a staff member. A 'Chatterbox' facility is available for pupils to discreetly request support.

Staff are always available to speak with parents about concerns, and newsletters provide guidance on what steps to take if they are worried about a child's safety. All reported incidents of bullying are taken seriously and thoroughly investigated. Accounts are gathered from the alleged victim, the alleged perpetrator, and any witnesses.

If the incident does not meet the definition of bullying—for example, a one-off incident, a misunderstanding, or a falling out—it will still be addressed, and the reporter will be supported in understanding the distinction.

If bullying is confirmed, appropriate actions will be taken to stop it. These may include:

- Ensuring the victim has a trusted adult they can report to;
- Keeping the victim and perpetrator apart where possible;
- Informing all relevant staff and parents;
- Logging incidents on CPOMS using an ongoing Bullying Record.

Additional steps may involve:

- Support from the SENDCO (Mrs Hill);
- Involvement of external agencies, such as healthcare professionals, behaviour teams, or the Police.

All confirmed cases of bullying will be reported to the Headteacher and will be reviewed in Senior Leadership and Safeguarding, Welfare, and Attendance meetings to inform future action and raise awareness.

If you feel someone is being bullied...

**Parents can...**

- Contact your child's class teacher
- Email the school via [office@shprimary.co.uk](mailto:office@shprimary.co.uk) or call 0191 5261662
- Make an appointment to speak to a member of the senior leadership team

**Children can...**

- Speak to any member of staff
- Ask a friend to tell a member of staff
- Use the 'Chatterbox' to share their worries

Staff will listen to what you say and will complete an investigation by talking to all children concerned as well as anyone who may have witnessed the bullying behaviour.

If bullying is found, a plan will be put in place to stop it from happening again. This will mean...

- Working with the children involved
- Setting up clear strategies for reporting any future incidents
- Making staff aware
- Making parents aware
- Completing regular check ins with the children
- Referral to other agencies where appropriate

If bullying is not found, the incident will still be dealt with and everyone will be informed why it is not considered bullying.

### **Responding to Bullying Incidents**

When bullying is identified, staff will discuss the incident with the pupils involved, using language and strategies appropriate to their age and understanding. In less serious cases, a problem-solving approach may be used. The victim will have the choice to participate in the process or not.

Staff will remain neutral and avoid accusatory or closed questioning. Each pupil will have the opportunity to speak, with the focus on resolving the issue and preventing recurrence.

Parents will be informed, their perspectives considered, and their involvement encouraged.

### **Follow-Up and Support**

To help prevent reoccurrence, pupils are more likely to change behaviour if they expect follow-up. A schedule of tracking meetings should be put in place—daily at first, then at increasing intervals—to monitor progress.

When multiple pupils are involved, strategies such as role-play, drama activities, and Circle Time may be used, depending on age and maturity. These can help build empathy, discuss key values (e.g. equality, justice, relationships), and encourage respectful behaviour.

Victims will also be supported with assertiveness training to build confidence.

### **Advice for Pupils Being Bullied:**

- Stay calm and act confident.
- Be firm—look the person in the eye and tell them to stop.
- Remove yourself from the situation quickly.
- Tell a trusted adult immediately.

### **Parental Involvement**

Parents of both the bully and the victim will be informed of the incident and the actions taken. Their views will be considered, and they will be asked to support the agreed strategies. The bully will be reminded of the consequences of their behaviour and clearly warned about further sanctions if it continues.

Persistent bullying will not be tolerated and may result in suspension. Where appropriate, external support (e.g. Behaviour Support or Educational Psychology Services) will be sought.

## Roles and Responsibilities

### All Staff (including admin, teaching assistants, and teachers) will:

- Report concerns affecting pupil wellbeing to the Headteacher, Deputy, or Assistant Headteacher.
- Promote anti-bullying messages directly and indirectly.
- Listen to concerns from children or parents, including those about bullying.
- Follow policy procedures when dealing with suspected bullying.
- Help pupils understand what bullying is and how to respond, through the curriculum.

### Senior Leadership Team will:

- Ensure the anti-bullying policy is implemented and shared with all stakeholders.
- Promote anti-bullying through assemblies, discussions, and displays.
- Report bullying issues to the Governing Body as needed.
- Liaise with the Local Authority for suspensions or exclusions if necessary.
- Support staff in managing incidents and meeting with parents.
- Maintain accurate records of all bullying incidents.

### Governing Body will:

- Support the Headteacher in eliminating bullying.
- Monitor bullying incidents and review policy effectiveness in meetings.

### Parents/Guardians will:

- Raise concerns with their child's class teacher.
- Support the school's actions and investigations.
- Reinforce anti-bullying messages at home.

### Pupils will:

- Treat others with respect and kindness.
- Never engage in bullying.
- Respect individual differences.
- Tell an adult if they are worried about bullying.

## Monitoring and Evaluation

This policy will be reviewed regularly during Senior Leadership Team meetings, where individual cases and procedures will be evaluated. It will be formally updated each year in collaboration with governors, staff, and pupils.