



South Hetton Primary School

Anti-Bullying Strategy



Date Reviewed	June 2026
Next Review Date	June 2027

Anti-bullying Strategy South Hetton Primary School

Key Principles

At South Hetton Primary School, every child and member of staff has the right to feel safe, welcome, respected, and happy. Bullying undermines this right, damages self-esteem, and restricts equality of opportunity.

Everyone in our school community shares responsibility for preventing, identifying, and responding to bullying behaviour.

This policy reflects the school's commitment to safeguarding, inclusion, and the promotion of equality under the Equality Act 2010. Bullying in any form will not be tolerated.

Equality & Inclusion

We are committed to ensuring equality of opportunity for all pupils and staff, regardless of:

- Age
- Disability
- Gender
- Gender reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation
- Pregnancy and maternity
- Marriage and civil partnership

We adhere to the legal definitions of protected characteristics as outlined by the **Equality and Human Rights Commission (EHRC) Code of Practice**.

Aims

This policy aims to:

- Ensure all pupils and staff feel safe and supported
- Prevent bullying through a strong, inclusive school culture
- Promote positive behaviour and respectful relationships
- Provide clear procedures for identifying and responding to bullying
- Ensure all incidents are recorded, monitored, and acted upon effectively
- Support both victims and those who display bullying behaviour

Definition of Bullying

Bullying is:

Repeated, deliberate behaviour that is intended to hurt someone physically or emotionally, often involving a real or perceived imbalance of power, making it difficult for the person to defend themselves.

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

Forms of Bullying

- Name-calling and verbal abuse
- Physical violence or threats
- Exclusion or social isolation
- Spreading rumours or lies
- Emotional bullying
- Indirect bullying
- Cyberbullying (online, social media, messaging apps)
- Prejudice-based bullying

Prejudice-Based Bullying

Bullying may be motivated by prejudice and can target individuals based on:

- Age
- Race or ethnicity
- Religion or culture
- Disability or special educational needs (SEN)
- Health or appearance
- Sexual orientation
- Gender or gender identity
- Beliefs
- Home circumstances

All forms of prejudice-based bullying are taken extremely seriously and will always be investigated.

Scope of This Policy

This policy applies to all members of the school community, including:

- Pupil-on-pupil bullying
- Pupil-on-staff bullying
- Staff-on-pupil bullying
- Staff-on-staff bullying
- Parent/carer-on-staff interactions

The school actively promotes understanding of the difference between bullying and peer conflict ("falling out"), ensuring responses are appropriate and proportionate.

Whole-School Approach

South Hetton Primary School adopts a whole-school approach to preventing bullying. This includes:

- Regular assemblies promoting respect, diversity, and inclusion
- Celebration of diversity through programmes such as *No Outsiders* and *Educate and Celebrate*
- Annual review of the School Code of Conduct
- Explicit teaching of anti-bullying through PSHE
- Reinforcement of expectations throughout the curriculum
- Staff training and vigilance to identify concerns early

Pupil Voice

Pupil voice is central to our safeguarding and wellbeing culture.

We provide opportunities for pupils to:

- Discuss bullying in pupil voice meetings
- Contribute to school improvement
- Participate in targeted anti-bullying lessons
- Share concerns safely through systems such as the **Chatterbox facility**

Identifying Bullying

Bullying can be difficult to detect, as it is often subtle or hidden. Staff are trained to look for possible indicators, including:

- Changes in behaviour or mood
- Reluctance to attend school
- Loss of confidence or self-esteem
- Unexplained injuries or damaged belongings
- Avoidance of certain individuals or situations
- Poor concentration or academic decline
- Frequent requests to be accompanied
- Emotional distress or anxiety

These signs will always be considered alongside other evidence and context.

Reporting Concerns

All pupils are regularly reminded to report concerns to a trusted adult.

They are also encouraged to report if:

- They witness bullying
- A peer confides in them
- They are unsure whether behaviour constitutes bullying

All reports are taken seriously and acted upon promptly.

Responding to Bullying at South Hetton Primary

All reported incidents will be:

1. Logged and recorded on CPOMS in line with safeguarding procedures
2. Investigated thoroughly and sensitively
3. Considered in relation to whether they meet the definition of bullying

Information will be gathered separately from:

- The alleged victim
- The alleged perpetrator
- Any witnesses

Staff will use neutral, non-judgemental language and avoid leading questions.

Where behaviour does not meet the definition of bullying, it will still be addressed appropriately as part of behaviour and pastoral systems.

If you feel someone is being bullied...

Parents can...

- Contact your child's class teacher
- Email the school via 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.

Actions Following Investigation

Where bullying is confirmed, the school will take appropriate action to stop it and prevent recurrence. This may include:

- Separation of pupils involved
- Clear behaviour expectations and consequences
- Support for the victim from a trusted adult
- Parental involvement and communication
- Increased supervision or monitoring
- Behaviour support interventions
- Recording incidents on CPOMS

In more serious or persistent cases, external agencies may be involved, including:

- SENDCo support
- Educational Psychology Service
- Behaviour support services
- Health professionals
- Police (where appropriate)

All confirmed cases are escalated to the Headteacher and reviewed through safeguarding and leadership systems.

Support for Pupils

Support for victims may include:

- Regular check-ins with a trusted adult
- Emotional support and reassurance
- Assertiveness and confidence-building strategies
- Safety planning where required

Support for pupils displaying bullying behaviour may include:

- Restorative approaches
- Behaviour reflection and guidance
- Structured interventions
- Parental engagement
- External support where appropriate

Follow-Up Procedures

The school will implement:

- Regular monitoring meetings (initially frequent, then reducing over time)
- Ongoing review of pupil wellbeing
- Reinforcement of expectations
- Restorative work where appropriate (including circle time or drama activities)

Advice for Pupils

Pupils are encouraged to:

- Stay calm and act confidently
- Clearly tell the person to stop
- Move away from the situation
- Report the incident to a trusted adult immediately

Parental Involvement

Parents and carers will be informed when bullying is reported or confirmed.

The school will:

- Share relevant information appropriately
- Involve parents in discussions and solutions
- Provide guidance on supporting their child
- Agree shared strategies for resolution

Persistent bullying may result in sanctions, including suspension in line with the school's Behaviour Policy.

Roles and Responsibilities

All Staff will:

- Safeguard pupil wellbeing and report concerns
- Promote positive behaviour and inclusion
- Respond promptly to disclosures
- Follow safeguarding procedures

Senior Leadership Team will:

- Oversee implementation of this policy
- Ensure staff training and consistency
- Monitor bullying incidents and trends
- Report to governors
- Liaise with external agencies where necessary

Governing Body will:

- Monitor the effectiveness of the policy
- Hold leaders to account for safeguarding and wellbeing outcomes

Parents/Guardians will:

- Support school procedures
- Reinforce positive behaviour at home
- Raise concerns appropriately

Pupils will:

- Treat others with respect
- Report concerns
- Refuse to engage in bullying behaviour
- Support an inclusive school culture

Monitoring and Review

This policy will be reviewed annually by the Senior Leadership Team in consultation with staff and governors. It will be updated in response to:

- Changes in statutory guidance
- Safeguarding developments
- Incident analysis and trends
- Feedback from pupils, staff, and parents