



SOUTHWICK C E PRIMARY SCHOOL ANTI-BULLYING POLICY

Rationale:

Bullying in any form will not be tolerated.

Bullying is defined by the pupils, parents, staff and governors of our school as any form of deliberate behaviour, repeated over time, by any individual or group, which causes physical or emotional distress to another individual (child or adult in the school)

Bullying has many forms e.g. physical, emotional, verbal or electronic. A bully is someone who targets others and makes them unhappy or frightened over a period of time. They may do this by:

- hurting someone physically;
- hurting someone's feelings by using unpleasant words;
- damaging or stealing their property
- sending unpleasant texts or e-mails or by posting defamatory comments on social media
- threatening them using discriminatory and derogatory language – this includes language that is derogatory about disabled people, and homophobic/biphobic/transphobic and racist language

We also think it is wrong when other people join in with bullies or don't do anything to stop it, e.g. by telling someone.

We do not however believe that when friends fall out, even when it carries on for a while, this is bullying. Usually, bullies want control and pick on someone less powerful than or different from themselves.

Aims:

- to establish and maintain an ethos where all pupils thrive, emotionally, socially and with their learning
- to establish a community where there is no intimidation
- to encourage all pupils to respect diversity

Guidelines:

- values, relationships and attitudes towards each other are taught through collective worship, R.E., circle times and PSHE lessons and through our Values Education.
- anti-bullying is included in the PSHE scheme of work.
- staff are vigilant for any sign of distress or unfamiliar behaviour in children and use the following guidelines.
 1. Watch for signs of distress, deterioration of work, isolation, desire to stay with adults, erratic attendance.
 2. **LISTEN** and record incidents
 3. Offer immediate support.
 4. Pass on your concern to the Deputy Head teacher or Head teacher.

The Headteacher will:

5. Discuss concerns with the victim and the bully.
6. Invite the parents of the pupils involved to come into school to discuss the matter.
Record the strategies agreed.

Follow up to check that bullying has not happened again within two weeks and again within the following half term.

- the staff will explore ways of supporting the victim.
- the perpetrator(s) will be dealt with appropriately in a firm but fair way, with the full knowledge of his/her parents/carers.
- the effectiveness of this policy will be evaluated through the number of reported incidents and questionnaires / discussions with pupils and parents.

This policy should be read in conjunction with the following policies:

- Behaviour,
- Equalities, Diversity and Community Cohesion
- PSHE&C
- RE
- Special Needs
- Physical Restraint
- Confidentiality
- Child Protection
- Health and Safety
- Code of Conduct for Safe Practice for Staff and Volunteers
- Code of Conduct for Teaching & Support Staff – HR policy
- E-safety
- Safeguarding
- Personal use of Social Media
- Volunteer Adults in School
- Whistleblowing
- Safe Photography & Video recording in school

as well as our Written Procedures.