



SUNNYHILL PRIMARY SCHOOL

Anti-Bullying Policy

This policy should read alongside the Behaviour Policy. Our school values underpin our approach to positive behaviour management and the prevention of bullying. At Sunnyhill, we have a culture that does not tolerate any form of prejudice or discrimination.

We are committed to providing a supportive, caring and safe environment in which all children are free from fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school.

Staff, pupils and parents/carers are made aware of the school's position on bullying and know that any reports of bullying must be acted on promptly.

Purpose of this policy:

- To prevent bullying – which can also be known as child on child abuse - from happening between children who are part of our Sunnyhill community
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

What is bullying?

We recognise that children and young people will experience conflict in their relationships (relational conflict) with other children and as a school we are committed to developing compassion, empathy and the skills to manage relationships in peaceful ways that do not harm others.

At Sunnyhill, our definition of bullying is:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power (i.e. often aimed at certain groups, for example, because of race, religion, gender or sexual orientation).. It can be verbal, physical or psychological. It can happen online or face to face.



There is considerable evidence to show that bullying has both short and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact a child's attendance at school and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement and can lead to mental health concerns.

At Sunnyhill, Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

It is vital that allegations of bullying are taken seriously and listened to. Staff at Sunnyhill will not use public shaming, undue and persistent criticism, put-downs, intentional embarrassment and sarcasm, or aggressive management styles with the children. Adults will, at all times, model respectful communication.

It is important to have a due process for dealing with all allegations of bullying that is consistent with the school's policy on behaviour management.

In our school community, our values underpin everything we do:

Our Values

respect one another

every individual matters

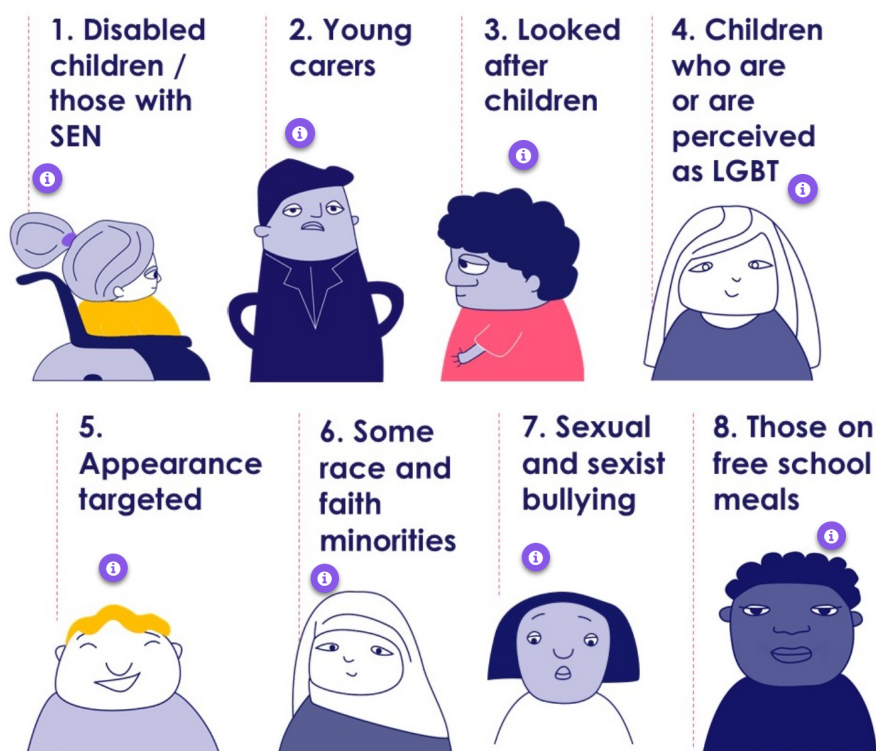
take responsibility

strive for excellence

try your best

- Everyone has the right to be treated with respect
- Everyone has the right to feel happy and safe
- Pupils who bully need to learn other ways of behaving

National research has shown that some groups of pupils are particularly vulnerable to bullying. These groups include the following:



The Equality Act 2010 provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. All schools must follow the Equality Act of 2010. Staff must act to prevent discrimination, harassment and victimisation within the school.

Keeping Children Safe in Education (KCSIE) is statutory guidance that schools must follow when carrying out duties to safeguard and promote the welfare of children. KCSIE describes serious bullying as emotional abuse and, as a school, we have a legal duty to protect the children in our care from any forms of abuse.

Bullying can take many forms and can include:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, 'banter', use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Gender based - excluding or being unkind to someone as a result of their gender
- Online - use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos
- Racist - racial taunts, gestures, hair discrimination, any discrimination based on culture
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic - because of gender identify or perceived gender identity

Child-on-child abuse is most likely to include, but may not be limited to:

- Bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- Harassment (excessive pressure or intimidation)
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- Sexual assault such as touching their body - whether the child is wearing clothes or not, forcing or encouraging a child to take part in sexual activity, forcing/encouraging a child to watch or hear sexual acts, using language which is sexually motivated, violation of someone's body such as 'upskirting' and sharing inappropriate/personal images online

Research tells us that perpetrators of bullying are often also victims of bullying or demonstrate traits of low self-esteem. We have a duty of care to both the perpetrator(s) and victim(s) of bullying.

We do not label children. We identify the unwanted behaviour and seek to improve it so that bullying is prevented.

Whole School Preventative Approach

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

At Sunnyhill, we aim to encourage children to demonstrate kind and respectful behaviour through the following approaches:

- Regular reviewing of our values and character strengths and how this impacts our behaviour
- All staff modelling exemplary communication and attitudes towards each other
- Involving the whole school community in our anti-bullying approach and ensuring everyone understands and follows this policy closely
- When children report their concerns to adults, our staff are trained to **listen** and **believe**
- If children are not happy with the reaction of an adult to a bullying accusation, they know who else they can speak to
- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying
- Building a positive ethos based on respecting and celebrating all types of difference at Sunnyhill
- Creating a safe and happy environment with positive relationships that have an impact on learning
- Having a positive ethos that all pupils, staff and parents understand
- Work in school which develops compassion and empathy, social skills and emotional understanding e.g. Zones of Regulation, PSHE, Citizenship, British Values, emotional interventions (counselling, drama therapy), circle times, peer mediation and play leaders
- As far as possible ensure children are walking to and from school with trusted adults and friends
- Reflecting on what we have learned after each report of bullying
- Recognising bullying as a safeguarding concern and reporting it according to our safeguarding policy
- Raising awareness of online bullying through regular e-safety lessons
- Training all staff in our Anti-bullying approach
- Children are given the tools in how to use assertive language when faced with bullying behaviour such as: "I don't like it when you..." "If you do it again I will speak to an adult...."
- Developing self-esteem in our children so that they expect to be treated with kindness and respect
- Children have various channels in which to report bullying including boxes on the doors of the deputies and the head teacher in which children can report anonymously and Place to Talk sessions with our in-school counsellor
- Children are informed regularly that they must always report any forms of bullying to trusted adults, and they can name their trusted adults
- Parents and carers are actively encouraged to report any concerns to our staff through email, phone call or face-to-face. Parents/carers are regularly reminded of who our safeguarding leads are.
- Our Peer Mediation Team runs a conflict/resolution service which aims to deal with smaller incidents before they turn into cases of bullying
- In the first term of each academic year, we have a whole week dedicated to 'Anti-bullying' awareness. We include classroom activities and assemblies to share our Anti-bullying message, including information on how to deal with bullying behaviour. The 'Anti-bullying Week' is pupil led and supported by all staff

Circle Time sessions (supported by our Jigsaw PSHE / RHE scheme) connected with themes such as being safe in the playground and bullying are a regular part of the timetable. These sessions will address the following types of:

- What do we mean by bullying?
- What sorts of people bully others?
- Where does it normally occur?
- Why do you think people bully others?
- What do they get out of it?
- How can we stop bullying?
- What sort of things would be helpful to say?
- What should we do if we see bullying happening?
- How do we report bullying?
- What should happen to bullies?

This Anti-bullying policy fits with our whole school ethos which encourages children to 'have a voice' in order to ensure that Sunnyhill is a safe and welcoming school for all.

Procedures for managing bullying incidents at Sunnyhill:

All staff are aware that children can abuse other children (often referred to as child-on-child abuse), and that it can happen both inside and outside of school and online. All staff are clear as to this policy and procedures with regard to child-on-child abuse and the important role they have to play in preventing it and responding where they believe a child may be at risk from it. All staff understand that even if there are no reports in their schools or colleges it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important if staff have any concerns regarding child-on-child abuse they will speak to the Anti-bullying lead and their designated safeguarding lead (or a deputy).

All staff understand the importance of challenging inappropriate behaviours between children that are abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

1. All adults will follow through and report bullying incidents wherever they occur in the school. Incidents of bullying should be reported to the child's class teacher and a report uploaded to CPOMs. The following questions should be answered:
 - Where and when did the bullying take place?
 - Were there any other children or young people around at the time?
 - Were there any adults around?
 - Names of the children, young people or adults who are bullying you
 - What were you doing before the incident took place?
 - What happened or what was said? Try to use exact language
 - What happened next?
 - Has this happened before? (Take details of previous events)
2. It will be explained to the child(ren) that the teacher knows about the allegation: *"I need to talk to you because I've heard (or know) you've been saying (or doing) to..."*
3. Parents/carers of all children involved will be contacted when there is an allegation of bullying.
4. The victim will only be named if it is appropriate to do so, and details of the bullying behaviour will be made clear.
5. All versions of events will be heard: *"What do you know about this?" "What has been happening?"* Everyone will be encouraged to talk through the incident.
6. Those involved with bullying will be supported to reflect on and amend their behaviour. They will be supported to take responsibility by our Pastoral support team.
7. It will be made clear that any form of bullying is wrong and completely unacceptable at Sunnyhill. *"No one deserves this. It is wrong. And it must stop."* If the pupil expresses they do not like the victim, they will be reminded of our school's core values that 'every individual matters' and we

should 'respect each other'. The children will be given examples of respectful behaviour, they will be reminded of the school's rules about safety and respect (rights), and the consequences of behaving in ways that impinge upon the rights of others.

8. The pupil will be encouraged to come up with a positive plan: *"What can you do to fix your behaviour?" "What will you do so that (named person) can feel safe now?"*
9. If both parties are willing, they may be encouraged to resolve the situation together with the support of the anti-bullying lead, learning mentor, key stage leader, deputy head or head teacher.
10. We require the support of parents/carers to help resolve incidents of bullying. Children must feel safe to disclose behaviour which can lead to bullying so that we can work in a preventative way with children.
11. As a staff, we monitor and review bullying incidents to determine any patterns or trends that may require further action. We learn from all bullying incidents so that we can continue to keep all children safe

Off-site undesirable behaviour

Sanctions will be applied where a pupil has displayed bullying behaviour off-site includes the following:

- Taking part in any school-organised or school-related activity (e.g. school trips)
- Travelling to or from school
- Wearing school uniform
- In any other way identifiable as a pupil of our school
- If children are communicating online in unkind or unsafe ways

Sanctions may also be applied where a pupil has displayed undesirable behaviour off-site, at any time, whether or not the conditions above apply, if the undesirable behaviour:

- Could have repercussions for the orderly running of the school
- Poses a threat to another pupil
- Could adversely affect the reputation of the school

Sanctions will only be given out on school premises or elsewhere when the pupil is under the lawful control of a staff member (e.g. on a school-organised trip).

Procedures for parents/carers

1. If a parent/carer has any concerns about their child they should speak to the class teacher immediately. If a parent/carer thinks bullying is happening in the school, the matter will be referred to the Anti-bullying Lead and/or Safeguarding Officers. The headteacher is always informed of any bullying concerns and they monitor the situation carefully.
2. If a parent/carer feels unable to talk to the class teacher, they can make an appointment to speak directly with the Anti-bullying Lead and/or the headteacher.
3. The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given.
4. Parents/carers must not confront the bully or their parents. This can complicate the situation and be dressing for all children involved (including the child being bullied).
5. The school will deal directly with all children and their parents/carers directly. Parents will be informed of any actions the school is taking.

6. If parents feel that their concern is not being dealt with properly they should follow the school's complaints policy.
7. All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times. This includes both face-to-face contact and online.

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