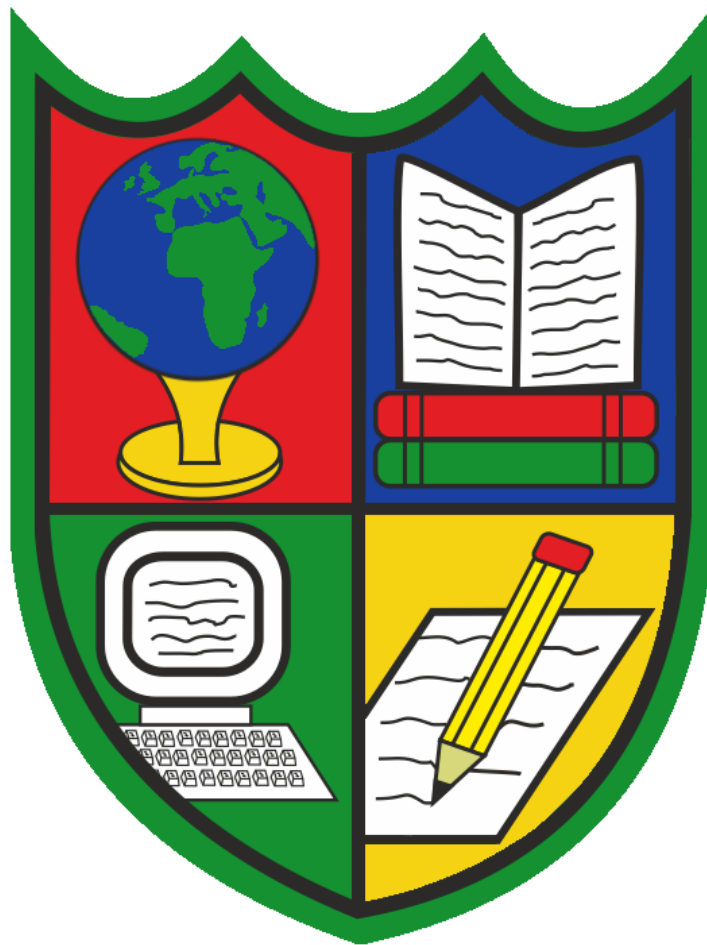


Highfield Primary School



Anti-Bullying Policy

March 2025
Reviewed Annually

Rationale

At Highfield Primary School we recognise that bullying can occur. When it does it can be harmful, both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to produce a consistent school response to any bullying incidents that may occur.

What is bullying/cyber-bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves. We believe that there are a number of types of bullying:

Emotional: excluding from a group, tormenting, ridiculing, humiliating

Physical: hitting, punching, pinching, kicking or taking someone's belongings.

Verbal: name-calling, insulting, indirect bullying through spreading stories about someone, threats, making fun of someone's size, shape, looks

Racist: racial taunts, gestures, making fun of someone's culture or religion

Sexual: unwanted physical contact, sexually abusive or sexist comments

Cyber bullying: using social media in an inappropriate manner relating to offensive messages or images (individually or within group settings).

This also includes **Prejudice-Based Bullying** against:

- Asylum Seekers and Refugees
- Body Image
- Homophobia (See Anti-homophobic Name Calling Policy)
- Transgender
- Looked After Children
- Race and Ethnicity
- Religion and Belief
- Sectarianism
- Sex and Gender
- Disabilities
- Young Carers
- Social and Economic Prejudice
- Equality and Diversity Prejudice

Peer on Peer Abuse

In line with Keeping Children Safe in Education (2025) we recognise that children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. This can include (but is not limited to): abuse within intimate partner relationships; bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking,

shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiation/hazing type violence and rituals (see our Safeguarding and Child Protection Policy for more information).

Bullying is not:

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

It is bullying if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will not tolerate bullying at Highfield. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can grow and learn in a relaxed and safe setting.

Why do we tackle bullying/cyber-bullying?

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- bullying makes people unhappy and leads to low self-esteem.
- pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- some pupils avoid being bullied by not attending school.
- pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- we wish to build the self-esteem of all pupils, especially bullies and victims.

Role of Parents

Parents have an important part to play in our anti bullying policy. We ask parents to:

- Look out for unusual behaviour in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in their child's education, Enquire how their day has gone, who they have spent time with etc.
- Inform the school if they feel their child may be a victim of bullying behaviour. They're complaint will be taken seriously and appropriate action will follow.
- If they feel a child has bullied their child, to not approach that child in the playground or on their way home, but inform the school immediately.
- Refrain from advising their child to fight back or to repeat the bully's behaviour. This will only make the situation worse.
- Tell their child it is not their fault they are being bullied.
- Reinforce the school policy on bullying and ensure their child is not afraid to ask for help.
- If they know their child is involved in bullying, discuss the issues with them and inform the school. The matter will be dealt with appropriately.

Procedures for reporting and responding to bullying/cyber-bullying incidents

Allegations and incidents of bullying at Highfield Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures are to be followed:

- Incidents of reported bullying need to be reported to the Learning Mentor / Assistant Headteachers / Deputy Headteacher or Headteacher, and written evidence provided on CPOMS.
- The Learning Mentor / Assistant Headteachers / Deputy Headteacher or Headteacher will speak to all children involved about the incident separately or if appropriate as a group.
- The problem will be identified and possible solutions suggested
- Staff will attempt to adopt a problem solving approach through circle times and/or drama activities which will move children on from simply having them justify their behaviour.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtimes with an adult, be withdrawn from class, be withdrawn from participation in a school visit, club or event not essential to the curriculum.
- If possible, the pupils will be reconciled.
- An attempt will be made and support given to help the bully (bullies) understand and change his/her behaviour.
- If the bullying continues or in more serious cases of bullying, parents will be informed and invited into the school for a meeting to discuss the problem
- Mediation meetings, with both parents and pupils present may be used to resolve the issues
- In all cases incidents will be recorded and kept on CPOMS.
- In repeated or serious cases the school may follow the following sanctions: lunch time exclusion, fixed term exclusion, permanent exclusion.

Strategies for the prevention and reduction of bullying/cyber-bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Work by the Learning Mentor
- Regular PSHE teaching - Jigsaw
- Taking part in national anti - bullying week
- Taking part in Safer Internet Day
- Awareness through anti - bullying assemblies
- Circle time
- Drama/role play activities
- Following the whole school behaviour policy, which includes using praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one another in person and when online.

Monitoring of Policy

This policy will be monitored by the Senior Leadership Team and through staff briefings and will be reviewed annually. Following an annual review, suggestions for amendments will be presented to the Standards Committee.