

# Highwood Primary School



## ***Anti -Bullying Policy***

**Approved by:** Governing Body **Date:** 20.5.25

**Last reviewed on:** May 2025

**Next review due by:** May 2026

## **Introduction**

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying is unacceptable at our school. If bullying occurs all pupils are aware that they should tell and know that incidents will be dealt with promptly and effectively.

## **What is Bullying?**

We don't allow any unkind or cruel behaviour at school. But not all unkind or cruel behaviour is bullying.

Bullying can be

- Emotional- Being unfriendly, excluding ,tormenting (e.g. hiding books, threatening gestures)
- Physical- Pushing, kicking ,hitting ,punching
- Racist -Racist taunts, graffiti, gestures
- Sexual- Unwanted physical contact or sexually abusive comments
- Homophobic-because of or focusing on the issue of sexuality
- Verbal- Name calling, sarcastic, spreading rumours, teasing
- Cyber -All areas of internet, such as email. social networking sites and chat room misuse  
Mobile threats by text messaging and calls, misuse of associated technology, i.e. Camera and video facilities

Direct and Indirect Bullying.

It is important to distinguish the difference i.e. between those who are bullies and victims, and the larger group of pupils who are onlookers. Sometimes bullies will operate in secret places, but often they feel quite confident that no one will stop them and they bully others in public. The onlookers are then part of the bullying.

## **How we tackle Bullying:**

### **All staff:**

Watch out for early signs of distress in pupils' e.g.

Deterioration of work

Spurious illness

Isolation or the desire to remain with adults

Erratic attendance

Internal truancy not wanting to go out to play

This behaviour may be a warning of other problems but it may be indicative of bullying.

There is a great deal that staff can do in the classroom to help promote the message that bullying is unacceptable. This may be through direct curriculum work or it may be through staff/pupil relationships, role models and teaching styles.

Examples of interventions in the classroom:

- Pupils are aware that they can talk freely to an adult when needed.
- Make frequent reference to the anti-bullying policy in the classroom.
- Deal with all bullying behaviour - ignored behaviour is seen as condoned.
- Act as a role model for pupils in your interactions.
- Encourage pupils in their discussion of feelings and emotions.
- Supervise children positively (lots of references to their good social behaviour).
- Be prepared to challenge racist or sexist language of pupils (or parents).
- Listen to pupils and be prepared to act on their information.
- Work on promoting self-esteem among pupils through circle time, PSHE time.
- Using a worry box or feelings circle when appropriate
- Use teaching and learning styles that encourage positive behaviour.

### **Pupils:**

As a member of the school we expect children not to put up with any form of bullying behaviour.

When someone is being bullied or in distress, a child should inform an adult immediately.

We want children to be confident in reporting any incidents. Watching and doing nothing can suggest support of the bully.

We encourage pupils to take responsibility for themselves -

"Stop it. I don't like what you are doing and if you do it again I shall tell an adult."

Children are encouraged not to put up with bullies in their group of friends. Children are encouraged to follow the Behaviour Code.

### **If Bullying occurs:**

**Investigate.** Incidents are investigated as soon as possible. Parties are interviewed individually to avoid intimidation

**Record.** Recording depends on the professional judgement and discretion of all. The school staff should use their own judgement as to where it is felt appropriate or necessary. The response to bullying should be “matter of fact” and relate to the severity of the incident. Remind pupils of school policy

Staff discuss incident with both parties, the Head of School should be involved if deemed necessary. An Incident form should be filled in. This will then be recorded on CPoms.

Repeated behaviours or a severe case is referred to the Executive Head Teacher.

All parties are informed that the incident has been recorded. Severe or repeated incidents will result in written/telephone contact being made with parents/carers outlining the nature of the incident.

Sanctions will be implemented when necessary.

### **Follow up.**

Staff show their committed position on bullying by following up an incident at a pre- arranged time.

This shows the pupils that the school supports them and wants to encourage positive behaviour.

### **PROCEDURES FOR POLICY MONITORING & EVALUATION:**

This policy will be reviewed by the governing body and staff when required. The Head of School monitors the frequency of reported bullying incidents through the monitoring of Incidents recorded on CPOMS.