Anti – bullying policy

Sun Hill Junior School

Name of School	Sun Hill Junior School
Date of Policy Issue/Review	November 2025
Name of Responsible Manager/Head teacher	Ali Ahmed/Sue Griffiths (HT & DSL)
Chair of Trustees	Michelle Andrew
Date approved by Trust Board (if statutory)	

Sun Hill Junior School is committed to establishing a vibrant learning environment in which pupils and adults can thrive. Through the Empowerment Approach, we promote an environment which is 'Good For Everyone' focusing on meeting the needs of everyone within our community. All members of the school have been included in the writing of the Behaviour Policy which links with this and our schools values and expectations:

⭐ **Be Kind**

⭐ **Be Safe**

⭐ **Show Respect**

The purpose of this policy is to ensure a safe, respectful and inclusive environment where bullying is not tolerated. This applies to every member of our community; pupils, staff, parents and visitors.

<u>Aims</u>

At Sun Hill Junior School, we aim to create an atmosphere of mutual respect, which fosters positive relationships and a caring, co-operative attitude to all aspects of school life. This is nurtured through our school expectation which are displayed throughout the school and regularly referred to by children and adults. We have a culture in which it is seen as positive to report incidents of bullying as a supportive action for both the victim and the bully.

Our curriculum is designed to develop children's skills in preventing and dealing with conflict and addressing bullying through a range of activities: PSHE lessons, Circle time, Well-being strips, Assemblies, and Computing lessons to explore e-safety. We help children understand what bullying is and involve them in coming up with solutions to problems which arise. The children have produced their own Child Friendly Anti Bullying Policy (this includes cyber-bullying) which has been updated and reviewed this year, by the children, and the updated copy was launched this September.

Playtimes are structured, staffed and resourced so that children are engaged in activities which support teamwork and inclusion. During playtimes there is a 'Friendship Stop' located in the playground. This is to encourage the children to signal when they may need extra support and allow other children to help their peers alongside the adults.

During Computing and PSHE lessons, children are taught about acceptable and safe use when online. They identify how to and how not to behave online and where to go for support and help if they are subject to cyber-bullying or see anything inappropriate online.

What is bullying?

A person is bullied when they are exposed to repetitive or persistent, sustained, intentional negative actions (physical, verbal, written or emotional, including cyber-bullying, telephone, text, website and other social media) from one or more persons.

Bullying is often motivated by prejudice against particular groups, for example on grounds of: race, SEN or disability, culture, religion, gender, sexual orientation, appearance or health condition or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying can be short term or continuous over longer periods of time.
Bullying is not one-off diagreements or conflicts, unless repeated or escalating.

Bullying behaviour at school

Bullying can take place in the classroom, playground, toilet, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

This can be evidenced by:

Emotional	Being unfriendly, excluding, tormenting
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, focusing on the issue of sexuality
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	- All areas of the internet, such as email chat, twitter, Instagram, Facebook. Social media websites often require users to be at least 13 years old. - Mobile threats by text messaging and calls - Misuse of associated technology, i.e. camera and video facilities, iPad, games consoles.

Procedures for dealing with bullying
It is the responsibility of all staff and parents at Sun Hill Junior School to create a climate where everyone understands that bullying will not be tolerated. Pupils should feel secure about talking to any adult in school.
As a school we will:
- Clearly identify prejudice based incidents and hate crimes and monitor the frequency and nature of this within the school
- Take preventative action to reduce the likelihood of bullying incidents occurring
- Recognize the wider implications for the school and local community
- Provide regular reports of bullying incidents to the Trust Board
- Ensure that staff are familiar with the procedures for recording and dealing with bullying and prejudice based incidents
- Support victims of bullying and prejudice related incidents
- Deal with perpetrators effectively, providing support where necessary

- Ensure that staff are familiar with a range of restorative practices to address bullying and to prevent reoccurrences

Advice for Parents/Carers

We ask our parents to support their children and the school by watching out of signs that a child is being bullied:
- Deteriorating attendance
- Poor punctuality
- Lack of progress and diminishing achievement
- Physical problems such as headaches, stomach pains or signs of depression

If you think your child is being bullied:
- Encourage your child to talk about it, but be patient as he/she may be distressed
- Advise your child to report any bullying to the class teacher and/or the deputy and/or the head and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- Advise your child not to retaliate violently to any forms of bullying
- Stay calm but show that you are supportive, and reassuring them that appropriate action will be taken
- Keep a written record of any reported instances of bullying
- Reassure your child that you are sympathetic and will do something about it
- Try to help your child to see the difficulty as a problem that can be solved
- Talk to staff at school about the bullying and work with us to improve the situation

Outcomes

All known/reported incidences of bullying will be investigated by the class teacher or by the deputy/head. This will be documented onto the school system (currently CPOMS).

This guidance is based on the DCSF document: Safe to Learn: Embedding anti-bullying work in schools and takes into account the DfE guidance 'Preventing and Tackling Bullying' (October 2014) and the Whole School Anti-bullying template guidance from Hampshire County Council