



Shawlands Primary School

Anti-Bullying Policy

Reviewed: October 2025

Shawlands Primary School – Anti-Bullying Policy

Statement

The staff at Shawlands Primary School will work together with children, parents and governors to encourage appropriate behaviour in all children.

This policy should be read alongside our **Behaviour Policy** and **Safeguarding and Child Protection Policy**, as all three emphasise a positive approach to behaviour management and a shared commitment to creating an environment that is safe, caring and conducive to learning for everyone.

Aims

- To emphasise acceptable behaviour and discourage unacceptable behaviour in children.
- To encourage courteous behaviour towards peers and adults in school.
- To foster positive expectations and make those expectations the norm in school.
- To foster in each child a feeling of self-worth and belonging.
- To develop a fair and consistent approach to behaviour.
- To achieve an appropriate balance between reward and consequence.
- To ensure all children feel safe, valued and included, regardless of background or identity.

Introduction

Bullying is wrong and should not be tolerated.

Bullying affects everyone — not just those who are bullied and those who bully others, but also those who witness it. It is not a necessary part of school life, and no one should accept bullying. Only when it is tackled by all concerned will it be eradicated, and victims freed from its consequences.

At Shawlands Primary School, we believe that:

- All pupils have the right to learn in a supportive, caring and safe environment, without fear of being bullied.
- All members of staff have the responsibility to deal with bullying.
- The encouragement of positive behaviour will reduce the incidence of bullying.

What is Bullying?

A disagreement or falling out between children, whether one-off or ongoing, is not necessarily bullying. Children will fall in and out of friendships as a normal part of growing up and learning social skills. These disagreements should not be confused with bullying, although they can sometimes lead to it.

The Department for Education (DfE) defines bullying as:

“Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

Bullying can be **direct or indirect** and includes prejudice-based bullying (e.g. related to race, gender, disability, religion, appearance, family circumstances, or identity).

Bullying can take various forms:

- **Physical:** punching, kicking, hitting, spitting, or any other physical aggression.
- **Verbal:** name-calling, teasing, or any discriminatory, sexist, racist, homophobic, or prejudice-based language.
- **Social/Exclusion:** deliberately leaving someone out of activities or social groups.
- **Damage or Theft:** regularly and deliberately damaging or stealing another child's property.
- **Cyberbullying:** using text messages, emails, online games or social media to send or share hurtful, intimidating, or inappropriate material.
 - Where incidents occur outside of school but affect pupils' wellbeing or the school environment, parents will be contacted, and, if necessary, the school will liaise with the police.

Action to Prevent Bullying

As a school, we will:

- Treat bullying as a serious issue and take every possible action to prevent and address it.
- Organise school life in ways that minimise opportunities for bullying.
- Promote positive behaviour through assemblies, lessons and our school values.
- Encourage pupils to respect each other and form positive attitudes towards others.
- Maintain a fair, consistent and restorative approach to behaviour.
- Deal with any incidents quickly, fairly, and with an open mind.
- Encourage pupils to report their concerns to staff before issues escalate.
- Record all incidents of concern on **CPOMS**, ensuring confirmed bullying incidents are logged under the “Bullying” category to enable monitoring and review.
- Ensure lunchtime supervisors (SMSAs) are informed of relevant concerns and report any incidents they witness.
- Provide curriculum content related to anti-bullying through **PSHE, literacy, drama, assemblies** and **RE** lessons.
- Promote pupil voice and kindness through initiatives such as the **School Council** and peer support programmes.
- Review the policy and its impact on a **regular (annual) basis**.

Action if Bullying is Suspected

If bullying is suspected by staff or reported by a child, appropriate action will be taken promptly.

Supporting the Victim

We will:

- Offer opportunities for them to talk with a trusted adult.
- Reassure them that staff are taking their concerns seriously.
- Offer ongoing support and regular check-ins as needed.
- Inform parents and carers.
- Take positive steps to prevent recurrence.

Supporting the Child Who Has Displayed Bullying Behaviour

We will:

- Talk with them to understand what has happened and why.
- Help them reflect on the impact of their actions and develop empathy.
- Work with them to change behaviour and address any underlying issues.
- Inform parents and carers.
- Use restorative approaches and, where necessary, apply appropriate disciplinary measures to prevent recurrence.

When a Parent Reports Bullying

If a parent or carer reports that their child is being bullied, the school will:

- Investigate the incident, keeping an open mind about cause and effect.
- Communicate with the parent about the findings and agreed next steps.
- Continue to monitor the situation until all parties are confident the issue is resolved.

Parents are asked to report concerns directly to school staff and **not to take matters into their own hands**.

Possible Disciplinary Steps

The following actions may be taken, depending on the nature and severity of the bullying:

1. Formal warning and discussion with the pupil about their behaviour.
2. Temporary loss of playtime or lunchtime privileges.
3. Contact with parents or carers to discuss the incident.
4. Withdrawal from extracurricular activities, school visits or privileges.
5. Fixed-term exclusion (for serious or repeated incidents).
6. Permanent exclusion (as a last resort, in line with DfE guidance).

Responses will always be proportionate, fair, and designed to help children learn from their mistakes while keeping others safe.

Staff Responsibilities

All staff are expected to model respectful relationships at all times and to take proactive steps to prevent bullying.

Expectations on staff are further outlined in our **Professional Code of Conduct Policy**, available on our school website or by request from the office.

Monitoring and Review

This policy will be reviewed **annually** by the Headteacher and Governors, or sooner if required by legislation or following a significant incident. Patterns and outcomes of bullying reports will be monitored through CPOMS to ensure continuous improvement.

Shawlands Primary School

Working together to build a safe, caring and inclusive learning community.