



SEABURN DENE PRIMARY SCHOOL

POLICY FOR ANTI-BULLYING...

“we always try to be that little bit better..”

Link governors: *Julie Cattanach, James Doyle (Safeguarding/Behaviour and Attitudes)*

Policy written by: *John Howe*

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Seaburn Dene Primary School is committed to providing a safe, caring and inclusive environment where every child and adult feels valued, respected and able to thrive. Bullying of any kind is unacceptable and will not be tolerated. Every member of our community has the right to learn, play and work without fear.

This policy outlines:

- What we define as bullying
- How we prevent bullying
- How we respond when bullying occurs
- The responsibilities of pupils, staff and parents
- How we monitor and review our approach

This policy forms part of our Behaviour and Discipline Policy and has been developed with input from pupils, staff, governors and parents.

Aims and Safeguarding Commitment

To keep our school a respectful and positive space, we believe all members of our community should:

- Set high standards for their own and others' behaviour.

- Show respect and value each other, understanding that everyone is equal.
- Celebrate individual differences.
- Listen to one another and feel heard.
- Treat everyone fairly and consistently.
- Serve as positive role models.

This policy outlines our school's approach to preventing bullying, what we consider bullying, and how we respond if bullying occurs. It was created with input from pupils, staff, and parents, and reflects best practices from other schools and organisations. The policy is part of our school's Behaviour and Discipline Policy, which has been agreed upon by pupils, parents, and staff.

School Ethos

All adults in our school community play an essential role in modelling high standards of behaviour, as their actions and words significantly influence children. As adults, we aim to:

- Emphasise the value of each individual.
- Promote honesty and courtesy.
- Foster relationships based on kindness and respect for others' needs.
- Ensure everyone is treated fairly, regardless of age, race, gender, ability, or disability.
- Appreciate the efforts and contributions of everyone.

What is Bullying?

We define bullying as repeated, intentional behaviour that aims to threaten, hurt, or intimidate someone. According to the Anti-Bullying Alliance, bullying is:

- Deliberately hurtful.
- Repeated or persistent.
- Based on an imbalance of power, making the victim feel defenseless.

Bullying can include:

- **Physical:** Pushing, hitting, kicking, stealing, or threatening.
- **Verbal:** Name-calling, teasing, spreading rumors, or making offensive remarks.
- **Emotional:** Excluding others, ridicule, or humiliation.
- **Racist:** Racial taunts, jokes, or gestures.
- **Sexual:** Unwanted touching or comments.
- **Homophobic:** Directed at someone perceived as gay or showing characteristics of the opposite gender.
- **Cyber:** Using digital platforms to cause pain or distress.

What Is *Not* Bullying?

Not all conflict or unkind behaviour is bullying. Children may fall out, disagree or behave impulsively without intent to harm.

These incidents are addressed through:

- Restorative Conversations
- Reflection and repair
- Teaching empathy and emotional regulation

We ensure pupils understand the difference between conflict and bullying through assemblies, PSHE/RSE lessons and consistent modelling of our values.

Recognising Signs of Bullying

Staff are trained to be vigilant and recognise signs that may indicate bullying. A child may:

- Become withdrawn, anxious or uncooperative
- Show changes in behaviour, mood or school performance
- Have sleep or appetite difficulties
- Have unexplained injuries
- Avoid certain places or activities
- Request extra money or show signs of distress

Bullying may also involve:

- A threat not to tell
- Subtle behaviours not easily detected by adults
- Targeting individual differences (appearance, ability, home circumstances, race, SEND)
- A perpetrator who appears more powerful

Our "Telling" School Approach

We are a **Telling School**—everyone is encouraged to report bullying they witness or experience. Ignoring bullying is never acceptable.

We promote a positive culture through:

- Clear rewards and sanctions
- PSHE/RSE curriculum
- Anti-Bullying Week

- Circle Time
- School Council and Anti-Bullying Team
- Pastoral support
- Restorative Conversations
- Assemblies and class discussions
- Consistent modelling of our values

We use Anti-Bullying Alliance guidance and resources to support our work

What Children Can Do

Children are encouraged to:

- Tell a trusted adult.
- Stay calm.
- Share with a friend.
- Let others know they don't like what's happening.
- Use our "Worry Box" or call ChildLine if needed.

How Parents Can Help

If you think your child is being bullied:

1. Contact the school calmly so we can work together to resolve the issue.
2. Encourage your child to tell a teacher if the bullying continues.
3. Avoid confronting other children directly and, instead, work with us to find solutions.

If Your Child is Bullying Others

1. Remain calm and open to working with the school.
2. Discuss with your child how their actions have affected others.
3. Stay in touch with the school to monitor their progress.

Responding to Bullying

When bullying is reported or suspected, Seaburn Dene Primary School follows a clear, consistent and safeguarding-led process. The following steps may be taken when dealing with all incidents of bullying reported to the school:

Immediate Response

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or who witnessed the concern. This must be reported to the Executive Headteacher, Head of School or a senior member of staff.

Support for the Child Being Bullied

- School will provide appropriate support for the person being bullied, ensuring they are not at risk of immediate harm. They will be involved in decision-making where appropriate.

Establishing the Facts

- In any case of alleged bullying, the Executive Headteacher, Head of School, DSL or a senior member of staff will establish the facts and build an accurate picture of events over time. This may include speaking to the alleged perpetrator(s), victim(s), adult witnesses, and—where necessary and appropriate—parents and pupil witnesses.

Safeguarding Oversight

- The DSL will be informed of all bullying issues where there are safeguarding concerns.

Internal Communication

- The school will speak with and inform other staff members where appropriate to ensure consistent monitoring and support.

Informing Parents/Carers

- Parents/carers will be kept informed about the concern and the actions taken, in line with safeguarding and confidentiality policies.

Consequences and Support

- Consequences (as outlined in the Behaviour Policy) and support will be implemented in consultation with all parties. This may include Restorative Conversations, behaviour plans, pastoral support or other appropriate interventions.

Involvement of External Agencies

- If necessary, other agencies may be consulted or involved. This may include the police (if a criminal offence may have been committed) or local services such as Early Help or Children's Social Care if a child is felt to be at risk of significant harm.

Bullying Beyond the School Site

- Where bullying takes place off the school site or outside normal school hours—including cyberbullying—the school will ensure the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing consequences in school.

Recording

- A clear and precise account of bullying incidents will be recorded on MyConcern in accordance with existing procedures. This will include details of decisions made and actions taken.

Responding to Cyberbullying / Online Bullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person responsible to ensure it does not happen again.
- Encourage the person being bullied to keep evidence (e.g., screenshots) to support any investigation.

To identify the person responsible, the school may:

- Review use of school systems
- Identify and interview possible witnesses
- Contact the service provider or the police if necessary

To prevent the incident from spreading and to remove offensive material, the school may:

- Support reports to service providers to remove content
- Confiscate and search pupils' electronic devices in line with the law and the school's Behaviour Policy
- Request deletion of locally held or online content that contravenes school policies

Sanctions will be applied to the person responsible for the cyberbullying. The school will take steps to change their attitude and behaviour and ensure they receive any additional help they may need.

The police will be informed if a criminal offence has been committed.

The school will also provide information to staff and pupils on how to protect themselves online, including:

- Not retaliating or replying
- Blocking or removing people from contact lists
- Thinking carefully about what personal information is shared online

Each case is monitored to ensure bullying does not happen again, and serious concerns are recorded.

Roles and Responsibilities

Pupils

- Treat others with respect
- Report bullying immediately
- Support peers who may be experiencing bullying

Staff

- Model positive behaviour
- Be vigilant and proactive
- Respond to all concerns
- Record incidents accurately
- Support both victim and perpetrator
- Work with parents and external agencies where needed

Parents

- Work collaboratively with school
- Encourage children to speak up
- Support restorative approaches

Governors

- Monitor the effectiveness of the policy
- Ensure statutory duties are met

Review and Monitoring

The headteacher monitors this policy daily and reports its effectiveness to governors. It is reviewed annually to ensure it remains effective and relevant. In certain cases, we may seek support from external agencies.

Parents unsatisfied with the school's actions may:

1. Discuss their concerns with the Headteacher.
2. If still unsatisfied, contact the Chair of Governors at Seaburn Dene Primary School.

Conclusion

Seaburn Dene Primary School is a community where everyone is valued, differences are celebrated and bullying has no place. By working together—pupils, staff, parents and governors—we ensure that every child feels safe, supported and able to flourish.

Inclusion Statement

At Seaburn Dene Primary School, we are committed to offering an inclusive curriculum to ensure the best possible progress for all of our pupils whatever their needs or abilities.

Pupils have Special Educational Needs if they have a learning difficulty which calls for special educational provision to be made for them. Pupils with a disability have special educational needs if they have any difficulty in accessing education and if they need any special educational provision to be made for them, which is anything that is additional to or different from what is normally available in schools in the area.

At Seaburn Dene Primary School we undertake the duties, including in relation to this policy: • Not to treat disabled pupils less favourably for a reason which relates to their disability • To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage • To do our best by all disabled members of our school community in relation to the requirements of this particular policy

Equality & Diversity Statement

Seaburn Dene Primary School fully recognises its duty to comply with equality and diversity legislation, and its Gender Equality Scheme sets out the school's aims in relation to equality and what it will do to ensure that equality is fully embedded in practice. The school fully acknowledges its responsibilities in terms of equality issues in relation to gender, age, race, disability, religion or belief, sexual orientation and gender reassignment, including in relation to **this policy**. Seaburn Dene Primary School is firmly committed to equality and diversity, and when carrying out our functions, we shall have due regard to the need: to eliminate unlawful discrimination and harassment; to promote equality of opportunity between men and women. This Policy should be read in conjunction with the School's: SEND Policy Equality Policy Behaviour and Discipline Policy Anti-Cyberbullying Policy