



## Anti-bullying Policy

<b>Category</b>	Statutory
<b>Reviewed by</b>	Headteacher
<b>Approved by and when</b>	Local Governing Body in January 2025
<b>Frequency of review</b>	Annually
<b>Next Review</b>	January 2026

## 1. What is bullying?

Bullying is the **repeated, persistent** and **deliberately harmful** behaviour towards others which can be **physical, verbal or emotional**. Bullying makes individuals feel uncomfortable, unhappy and unsafe. It could involve individuals or groups of people.

Bullying can be:

- **Emotional:** Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical:** Pushing, kicking, hitting, punching or any use of violence
- **Racist:** Racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Homophobic, Biphobic, Transphobic:** Because of, or focussing on the issue of sexuality
- **Verbal:** Name-calling, sarcasm, spreading rumours, teasing
- **Cyber:** All areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

## 2. Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We all have a responsibility to respond promptly and effectively to issues of bullying.

## 3. Objectives of this policy at Woodlands Park Primary and Nursery School

- All staff, pupils, parents/carers and governors should have an understanding of what bullying is.
- All staff and governors should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## 4. Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these **possible** signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school/begins to truant

- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- patterns of illness e.g. feeling ill in the morning
- change in effort/progress at school
- has possessions/clothing which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- change in behaviour
- is bullying other siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or devices

These signs and behaviours **could** indicate other problems, but bullying should be considered a possibility and should be investigated

## 5. Procedures at Woodlands Park Primary and Nursery School

- Incidents need to be reported, investigated and evaluated therefore if you are concerned that your child is being bullied speak to your child's class teacher.
- In cases of bullying which is judged as ongoing and "serious" parents will be informed and where appropriate a meeting will be called to discuss the inappropriate behaviour ("**serious**" = **repeated, persistent and deliberately harmful which is physical, verbal and/or emotional**).
- It is the expectation that all parents will work in partnership with the school to prevent bullying type behaviour.
- The bullying behaviour or threats of bullying must be investigated and all efforts will be made to stop the bullying.
- All attempts will be made to support the victim.
- All attempts will be made to help the child/children change their behaviour.

## 6. Outcomes

- After investigation, if a case of bullying has been identified the child/children will be asked to genuinely apologise and where appropriate restorative approaches used. Other consequences may take place in line with our behaviour policy.
- Parents will work with the school to address their child's behaviour.
- In serious cases, suspension or exclusion will be considered.
- Support from professional outside agencies will be sought where considered appropriate.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## 7. Prevention

We use our school values, assemblies and PSHE sessions to support the prevention of bullying behaviour. As and when appropriate, these may include:

- Children are taught what bullying is and how to spot it.
- An understanding that bullying is wrong and is not acceptable at school or in the wider community.
- Restorative approaches.
- Social stories, writing stories or poems or drawing pictures about how to promote positive behaviour free from bullying.
- Reading stories about bullying or having them read to a class or assembly to discuss ways to prevent bullying and how the school will deal with any incidents.
- Consider drama and role play (e.g. KIDSCAPE role-play examples).
- Having discussions about bullying and how it impacts on school life.
- Children, parents and staff are taught about online safety through training/lessons/newsletter information/workshops.

## 8. Dealing with allegations against pupils including child on child abuse

At Woodlands Park Primary and Nursery School, we believe that all children have a right to attend school and learn in a safe environment. We recognise that children are capable of abusing their peers. In most instances, the conduct of pupils towards each other will be covered by this policy. Some allegations may be of such a serious nature that may raise safeguarding concerns and these will be dealt with under the Child Protection and Safeguarding Policy and in line with Keeping Children Safe in Education (2024).

At Woodlands Park Primary School, sexism and sexual harassment will not be tolerated and all pupils involved will be listened to and supported. When an allegation is made by a pupil against another pupil which features the type of behaviour outlined above, our school's response will be: proportionate, considered and supportive, decided on a case-by-case basis.

Addressing behaviour as it happens will help all pupils understand what is and is not acceptable. Staff will listen to the victim(s) and their wishes will inform our response. From this, the school will make the final decision of the appropriate sanction. Different sanctions will be appropriate for different 'levels' of sexual harassment and sexist comments. We will address 'lower-level' incidents such as a sexist comment through education, our curriculum and the way our school promotes respect. We will balance the importance of safeguarding other pupils with the need to support, educate and protect the alleged perpetrator(s). In these incidents, we will consider:

- The age and developmental stage of the alleged perpetrator(s)
- The nature and frequency of the alleged incident(s)
- How to balance the sanction alongside education and safeguarding support (if necessary, these should take place at the same time)

## 9. Help organisations:

Kidscape	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>	0845 1 205 204
Family Lives	<a href="http://www.familylives.org.uk">www.familylives.org.uk</a>	0808 800 2222
Place2Be	<a href="http://www.parentingsmart.place2be.org.uk">www.parentingsmart.place2be.org.uk</a>	
NSPCC	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>	0808 800 5000
Childline	<a href="http://www.childline.org.uk">www.childline.org.uk</a>	0800 1111
Breck Foundation	<a href="http://www.breckfoundation.org.uk">www.breckfoundation.org.uk</a>	01883 621102

Bullying UK	<a href="http://www.nationalbullyinghelpline.co.uk">www.nationalbullyinghelpline.co.uk</a>	0300 323 0169
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## Appendix 1

### **Procedure for dealing with incidents:**

- Talk to the child who is the victim.
- Encourage the child to describe what has happened or has been happening in order to get as many details as possible.
- Reassure them that they have done the right thing by telling someone (victims of bullying often feel powerless and vulnerable to the extent that they can often feel that they deserve to be bullied).
- Talk to the alleged bully/bullies and ascertain their understanding and explanation of the incident/s.
- If the alleged bully/bullies admit/s the behaviour he or she should be helped to recognise that his/her behaviour is unacceptable and an expectation established that the behaviour should stop. There should also be a consequence for the behaviour. The bully/bullies must also be made aware that if as a consequence of the victim telling someone the bully continues with their inappropriate behaviour then the consequences will be more severe. The restorative approach is used in these circumstances to ensure that the children responsible for the behaviour are aware of who is affected and how they are affected.

### **The consequence will depend on the severity of the bullying:**

- It might be appropriate for both the victim and the bully/bullies to come together to discuss their feelings and the reasons why the situation has developed. If this is possible, the bullying may be resolved amicably through the restorative approach. I
- The parents/carers of all parties should be contacted and informed of the situation and the action taken with regard to their own child. This may take the form of separate meetings with the member of staff dealing with the incident/s.
- Any incidents of bullying should be recorded electronically on CPOMs.
- Staff should regularly check with the victim to see if the behaviour has stopped.