Anti-bullying Policy

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Contents

1. What is bullying? 3
2. Roles and Responsibilities 3
3. Equality 4
4. Why is it Important to respond to bullying? 4
5. Objectives of this policy at Woodlands Park School 4
6. Procedures at Woodlands Park School 5
7. Outcomes 6
8. Prevention 6
9. Dealing with allegations against pupils including child on child abuse 6
10. Conclusion 7
11. Help organisations and sources of information 7
Appendix 1 - Procedures 9

1. What is bullying?

Bullying is behaviour by an individual or group that is intended to hurt, harm or intimidate another person. It is usually repeated over time and often involves an imbalance of power, making it difficult for the person being targeted to defend themselves. Bullying can occur face-to-face or online and can have serious and lasting effects on a child's emotional wellbeing, mental health, attendance, achievement and safety.

Some incidents of bullying may also constitute a safeguarding concern. Where bullying causes significant harm, involves sexual harassment, sexual violence, child-on-child abuse, prejudice-based abuse or indicates that a child may be at risk of harm, it will be managed in accordance with the school's Safeguarding and Child Protection Policy.

Bullying can be:

- **Emotional:** Being repeatedly unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Physical:** Repeatedly Pushing, kicking, hitting, punching or any use of violence.
- **Racist:** Repeated 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:** Repeated Name-calling, sarcasm, spreading rumours, teasing.
- **Cyber:** Cyberbullying may take place through: social media platforms, online gaming, messaging applications, email, image and video sharing, livestreaming platforms, anonymous online platforms, AI-generated content and manipulated images. Cyberbullying will be treated as seriously as bullying that takes place face-to-face. Incidents occurring outside school may be addressed where they affect the wellbeing, safety or education of pupils.

2. Roles and Responsibilities

Governors

- Review reports and trends relating to bullying, including incidents involving protected characteristics, and monitor the effectiveness of the school's response.
- Ensure statutory compliance

Headteacher

- Implement and monitor the policy
- Ensure staff receive training

Staff

- Challenge inappropriate behaviour

- Record and report concerns

Pupils
- Treat others with respect
- Report concerns

Parents/Carers
- Support the school's approach
- Report concerns promptly

3. Equality

Woodlands Park School recognises that bullying may be motivated by prejudice or discrimination. Attention will be given to bullying related to:

- race, ethnicity or nationality
- religion or belief
- disability or special educational needs
- sex
- sexual orientation
- gender reassignment
- looked after or previously looked after status

Such incidents will be recorded and monitored to identify patterns and inform preventative action.

4. Why is it Important to respond to bullying?

Bullying can have a significant impact on a child's emotional wellbeing, mental health, confidence, attendance and achievement. No child should experience bullying. Everybody has the right to be treated with respect. Pupils who are displaying bullying behaviours need to learn different ways of behaving. We all have a responsibility to respond promptly and effectively to issues of bullying.

5. Objectives of this policy at Woodlands Park School

- All staff, pupils, parents/carers and governors should understand 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 listened to when bullying is reported.
- Bullying will not be tolerated.

Signs and symptoms

A pupil may indicate that they may be experiencing bullying through signs or behaviour. 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
- frequent physical complaints such as headaches or stomach aches
- shows a change in effort/progress at school
- has possessions/clothing which are damaged or " go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- shows a change in behaviour
- is displaying bullying behaviour towards 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.

6. Procedures at Woodlands Park School

Pupils can report concerns to:

- any trusted member of staff
- their class teacher
- a senior leader
- the Designated Safeguarding Lead (DSL)

Parents and carers may report concerns:

- in person
- by telephone
- by email
- through agreed school communication systems

All reports will be taken seriously and investigated promptly.

Procedures:

- Incidents need to be reported, investigated and evaluated if there are concerns that a child is being bullied. Parents/carers are encouraged to 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.
- It is the expectation that all parents will work in partnership with the school to prevent bullying behaviour.
- Reports, concerns or allegations of bullying behaviour or threats of bullying are always investigated.
- A victim of bullying will be offered support.

- Pupils who are displaying bullying behaviour will be supported to change their behaviour to behave in an appropriate way.

7. Outcomes

After investigation, if a case of bullying has been identified staff will:

- work with the pupil displaying bullying behaviour to support them to behave appropriately.
- Encourage the pupil displaying bullying behaviour to apologise and where appropriate restorative approaches will be used with all pupils involved.
- Other consequences may be applied in line with our behaviour policy.
- Parents will be required to work with the school to address their child's behaviour.

After serious incidents Woodlands Park School may:

- Consider suspension or exclusion as a consequence for the behaviour.
- Refer to children's social care.
- Refer to the police.
- Seek support from Children's Social Care, the police, external agencies or multi-agency safeguarding partners where appropriate.

After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

8. Prevention

We use our school values, assemblies and PSHE sessions to support the prevention of bullying behaviour. This includes:

- Pupils are taught in PSHE lessons what bullying is and how to spot it.
- Developing pupils' 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 to support discussion about ways to prevent bullying and how the school will deal with any incidents.
- Drama and role play activities (e.g. KIDSCAPE role-play examples).
- Pupils, parents and staff are taught about online safety in computing, PSHE and through assemblies and events.
- The school will review emerging online risks, including the misuse of artificial intelligence, manipulated images, misinformation and harmful online content, as part of its wider safeguarding arrangements.
- Staff receive regular safeguarding, behaviour and online safety training to ensure they can identify, prevent and respond appropriately to bullying behaviour.

9. Dealing with allegations against pupils including child on child abuse

At Woodlands Park School, we believe that all pupils have a right to attend school and learn in a safe environment. We recognise that pupils can abuse their peers. In most instances, the conduct of pupils towards each other will be covered by this policy. Some allegations may be of a serious nature and may raise safeguarding concerns. These will be dealt with under the Child Protection and Safeguarding Policy and in line with Keeping Children Safe in Education (2026).

At Woodlands Park School, sexism and sexual harassment will not be tolerated and all pupils involved will be listened to, supported and safeguarded appropriately. 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.

Woodlands Park School will never dismiss, trivialise or normalise sexual harassment, sexist language, harmful sexual behaviour or sexual violence as "banter", "part of growing up" or "just having a laugh". All concerns will be taken seriously and managed in accordance with the school's Safeguarding and Child Protection Policy and Keeping Children Safe in Education (2026).

When incidents are reported, staff will listen to all pupils involved and take their concerns seriously. The wishes, feelings and safety of the pupil affected will be central to decision-making. Appropriate action will be taken on a case-by-case basis and may include safeguarding intervention, educational support, restorative approaches where appropriate, consequences in line with our behaviour policy, referral to external agencies and ongoing monitoring.

The school will balance the need to protect and support the pupil affected with the need to educate and support the pupil whose behaviour has caused concern. Decisions will be informed by the age and developmental stage of the pupils involved, the nature of the behaviour, any potential risks and the wider safeguarding context.

10. Conclusion

Woodlands Park School is committed to creating a culture of respect, inclusion and safety. Bullying of any kind is unacceptable and will be taken seriously. All concerns will be responded to promptly, proportionately and in a manner that safeguards and supports all children involved.

11. Help organisations and sources of information

Kidscape	**www.kidscape.org.uk**	**0845 1 205 204**
Family Lives	**www.familylives.org.uk**	**0808 800 2222**
Place2Be	**www.parentingsmart.place2be.org.uk**	
NSPCC	**www.nspcc.org.uk**	**0808 800 5000**
Childline	**www.childline.org.uk**	**0800 1111**
Bullying UK	**www.nationalbullyinghelpline.co.uk**	**0300 323 0169**
The Diana Award Anti-Bullying Programme	**The Diana Award - Bullying Ambassador Training From The Diana Award**	

Internet Matters	**Keep Children Safe Online: Information, advice, support - Internet Matters**	
CEOP (child exploitation and online protection centre)	**CEOP Safety Centre**	
Young Minds	**YoungMinds | Mental Health Charity For Children And Young People | Young Minds**	**0808 802 5544**
UK Safer Internet Centre	**Homepage - UK Safer Internet Centre**	

Appendix 1 - Procedures

Procedure for dealing with incidents:

- Talk to the pupil who is the victim.
- Encourage the pupil to describe what has happened or has been happening 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.
- Talk to the pupil displaying bullying behaviour and ascertain their understanding and explanation of the incident.
- The pupil displaying bullying behaviour should be helped to recognise that his/her behaviour is unacceptable and an expectation established that the behaviour should stop. Consequences for the behaviour will be explored and applied in line with Woodlands Park School behaviour policy. The pupil displaying bullying behaviour must also be made aware that if the behaviour continues because of the victim informing an adult, then further consequences will be considered. A restorative approach will be used in these circumstances to ensure that the pupil responsible for the behaviour is aware of who has been affected and how someone has been affected.

Consequences will depend on the severity of the bullying:

- It might be appropriate for both the victim and the pupil displaying bullying behaviour to come together to discuss their feelings and the reasons why the situation has developed.
- The parents/carers of all parties should be contacted and informed of the situation and the action taken. This may take the form of separate meetings with the member of staff dealing with the incident/s.
- All allegations, concerns, investigations, actions and outcomes relating to bullying will be recorded on CPOMS. Records will be reviewed regularly by safeguarding leaders to identify patterns, emerging risks and any disproportionate impact on groups of pupils.
- Staff should regularly check with a victim of bullying to ensure that the behaviour is not ongoing.

Following an incident of bullying, the school will consider:

- emotional wellbeing support
- pastoral support
- mentoring
- social skills interventions
- support from external agencies where appropriate
- regular welfare check-ins
- external agency referrals

Support will continue for as long as necessary.