



Whiteley Primary School

Anti- Bullying Policy

Statement of Intent

Whiteley Primary School is committed to providing a supportive, caring and safe environment in which everyone is free from the fear of being bullied. We promote values which reject bullying behaviour and promote co-operative behaviour. As a school we take bullying and its impact seriously.

Staff, children and parents/carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Whiteley Primary School, our definition of bullying is:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”



Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn respectful ways of behaving.

Types of bullying behaviour

Bullying can take many forms including:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory or prejudicial language (including racist or homophobic comments)

- Physical - pushing, kicking, hitting, punching or any use of violence
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Using assemblies, Personal Development Learning (PDL) and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Following the SCARF programme of Personal Social and Health Education from Coram Life Education which include units for all year groups around ‘Me and My Relationships’, including specific teaching about bullying.
- Taking part in national campaigns such as Anti-bullying week and NSPCC ‘Speak out Stay safe’ to raise awareness of bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Carrying out work in school with children which develops empathy, social skills and emotional understanding, and helps children to understand the perspectives of others e.g. PDL, Citizenship, social and emotional learning programmes, circle time and playground buddies.
- Developing an understanding with our older children about what it means to be an ‘upstander’ rather than a ‘bystander’ and how they can best support a friend who they think is being bullied.
- Raising awareness of online bullying through regular e-safety lessons.
- Carrying out focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, Lego club, ELSA (Emotional Literacy Support Assistant).
- Providing supervised lunch provision where children can choose to go when they are finding friendships or game based situations difficult to navigate e.g. gardening club, lunch club, reading garden buddy club.
- Ensuring we have a range of activities at lunchtime to promote positive play, and staff who are trained to support this.

In discussing our anti-bullying policy with children, we stress the importance of children telling an adult. Adults in the school are also aware that pupils who are being bullied may show changes in behaviour such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns or lack of concentration.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to a trusted adult. We encourage all children to consider which adult(s) they feel comfortable reporting any concerns to in school. This may be their class teacher, a classroom support assistant, but could also be any member of staff that they feel comfortable speaking to. They are also encouraged to speak to a trusted adult at home.

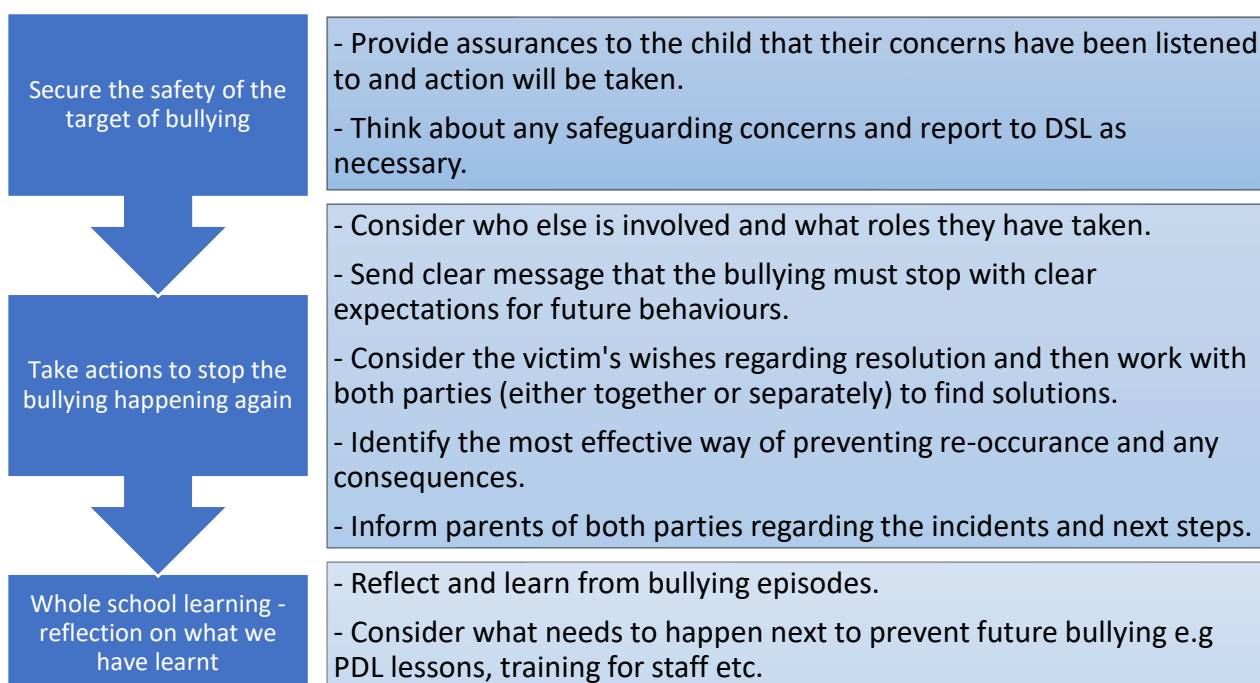
Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult.

Parents are encouraged to report any concerns or bullying to the class teacher (see section below for procedures for parents).

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Responding to Bullying

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded on CPOMS (our in-school online management system for recording information about children's behaviour and well-being) and this will be shared with the headteacher.
- The Headteacher will speak to those concerned and will record the conversations, or will ask a nominated representative to investigate and feedback so that actions can be agreed.
- If bullying has taken place, the following steps will be taken:



When considering the consequences for perpetrators of bullying, the headteacher will make use of the school's behaviour policy in deciding upon an appropriate consequence. Consequences will rarely be used in isolation, but should also be considered alongside supportive measures to change future behaviours, to repair relationships (where appropriate), and to monitor.

Supportive measures that may be considered include:

- Period of separation for the parties involved e.g. change of seating plans, zoning of play areas for one or more parties, measures to help develop wider friendship groups etc.
- Mediation between parties, including groups of peers, if appropriate
- Involvement of peers to draw up rules for games / codes of conduct /friendship agreements
- Regular check ins – nominated member of staff at lunchtimes / breaktimes
- Closer monitoring of breaktimes/lunchtimes for the individuals, class
- Pastoral support as necessary – for example, ELSA work with the victim to support self-esteem, confidence; work with the perpetrator to support development of empathy, developing positive relationships; circle of friends etc.
- Advice for children and/or parents regarding on-line safety.

- Teaching of new skills to individuals, groups or classes – for example, through PDL lessons, circle times, assemblies or targeted support.

The school recognises that relational conflict between children needs to be addressed, even when this doesn't meet the definition of bullying. Supportive measures, such as those listed above, may be used in such circumstances to help resolve conflicts and to repair relationships.

Procedures for parents:

- Parents are encouraged to discuss the school's anti-bullying policy with their child and encourage them to speak to an adult at the school about any worries, as well as talking about this at home.
- If a parent has any concerns about their child being bullied, they should speak to the class teacher immediately. The headteacher is always informed of any bullying concerns and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, or does not feel that their concerns are being addressed, they may escalate their concerns directly to a member of the senior leadership team by contacting the school office.
- Parents should not confront those accused of bullying or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the school's complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times. This includes both face-to-face contact and online.

Monitoring, evaluation and review

We monitor and review all bullying incidents to determine any patterns or trends that may require further action. Any reported incidents of bullying are recorded on CPOMS and monitored by the Headteacher. They are reported on a termly basis to the governing body.

On a regular basis, we give children the opportunity to feedback on how safe and happy they feel at school. We do this through regular link governor visits and through annual safeguarding pupil interviews. Children are also able to contribute their views about school through the half-termly Young Governor meetings and their class forum. Governors review staff views regarding bullying and safety in school through the annual staff well-being survey and annual safeguarding staff interviews. Parent views are sought every year through the parent survey which includes specific questions around bullying. Governors analyse the results from the survey which help them to plan school improvement priorities.

The school will review the anti-bullying policy annually and assess its implementation and effectiveness. Any changes will be reviewed and approved by the Governing Body through the curriculum committee.

Date policy reviewed: March 2026

Next governor review: March 2027