Anti-Bullying Policy

Unity
Trust
Courage
Curiosity
Respect
Kindness

A community for learning. Raising expectations. Fulfilling high standards.

Revised: **November 2026**
The policy is to be reviewed by: **November 2027**
Headteacher: **Mrs Gemma Hillier**

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1. School Aims

- To develop our independence as learners, eager and motivated to achieve our potential.
- Teachers to provide opportunities for us to investigate and explore the world around us.
- To value and respect ourselves and others.
- To provide a secure and happy environment for everyone in our community.
- To nurture the skills we need for life and develop a love of learning.

Agreed with Staff, Governors, Parents and Pupils

2. Statement of Intent

Our Whole School Commitment to Prevent, Respond and Stop Bullying. At our school, every child and young person has the right to feel safe, respected, and happy. Bullying of any kind is not accepted here.
We are committed to:

- **Preventing** bullying by living our school values of respect, kindness, unity, courage, and trust.
- **Responding** quickly, fairly, and effectively to any concerns about bullying.
- **Stopping** bullying by working together as one community.

We are a **TELLING school**. This means that if you know, see, or even think bullying is happening, you should always tell a trusted adult. We promise to listen and take action. Everyone has the right to speak up, and everyone has the responsibility to help keep our school safe. Our Home/School agreements and Staff Code of Conduct make what is and what is not acceptable for all stakeholders in the school community very clear.
At our school, we encourage everyone to be **defenders, not bystanders**. This means standing up for what is right, supporting each other, and showing courage when someone needs help. Together, we make sure our school is a place where every child feels safe, valued, and included.

Our school values underpin our Anti-Bullying policy and guide us every day:

- **Respect** – we treat everyone with fairness and care.
- **Kindness** – we use kind words and actions.
- **Unity** – we include and support each other.
- **Courage** – we speak up and stand strong against bullying.
- **Trust** – we build friendships and safe spaces by being honest and reliable.

By living these values, we create a school where bullying has no place and every child can thrive.
The school also ensures that it communicates with parents via a one page leaflet outlining the steps that will be taken if bullying behaviour is reported. This can be found in the entrance hall as a hard copy and is communicated to our parents annually.

3. What is Bullying?

Bullying is any behaviour, which is deliberately intended to hurt, threaten, frighten another person or group of people. This is upon repeated occasions and unprovoked. It involves a perceived or real power imbalance. Bullying can be:

- **Emotional (verbal):** Any act of non-physical abuse which leaves the victim upset as a result of actions like name calling, sarcasm, spreading rumours, persistent teasing.
- **Emotional (non-verbal):** Any act of non-physical abuse which leaves the victim upset as a result of actions such as note passing, gesticulation.
- **Physical:** Any act that results in (or threatens to result in) the physical harm of another person. For example, pushing, kicking, hitting, punching or any use of violence.
- **Racial:** Any act which targets someone's ethnicity or racial heritage (either physically or non physically) as a motive for abuse, e.g taunts, graffiti, gestures.
- **Sexual:** Any act that specifically uses any unwanted physical contact or sexually abusive comments. Homophobic because of, or focussing on the issue of sexuality or gender.
- **Cyber:** Any act that specifically uses any means of electronic communication to cause deliberate upset to others eg text, whatsapp, email, posting on social network, forums, websites etc.

N.B the list of examples above is not exhaustive, but indicative of the types of behaviours associated with bullying behaviours.

4. Why is it Important to Respond to Bullying?

Widmer End School is committed to upholding the principles of the **Equality Act 2010**, which prohibits discrimination, harassment, and victimisation based on characteristics such as age, disability, gender, race, religion, sexual orientation, and gender identity. It legally protects people from discrimination in the workplace and in wider society. Our unwavering dedication to cultivating a safe and inclusive learning environment extends to safeguarding and supporting all children, with a particular focus on those belonging to protected and vulnerable groups. We are steadfast in our mission to actively prevent and respond effectively to bullying, demonstrating a strong commitment to the Act's fundamental values and principles. We promote a school culture where every child is treated with the respect and dignity they rightfully deserve.

Everybody has the right to be treated with respect. Pupils who are bullying others need to be educated on the impact it can have on others . We help support these children by using interventions such as Nurture, ELSA and on occasions external agencies to help support those children. Bullying is not tolerated and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable towards all children including those who fall into the vulnerable groups such as SEN and LGBTQ+ as

examples. We aim, as a school, to produce a safe and secure environment where all can learn without concern. This policy aims to produce a consistent school response to any bullying incidents that may occur and is linked to our Positive Behaviour Policy.

5. Objectives of This Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents 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 should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

6. Signs

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 shows a dramatic difference in their personal appearance, changes in routines, or become unresponsive. It is everybody's responsibility to safeguard children and to show a professional curiosity if changes are noticed. For example: Is frightened of walking to or from school, is unwilling to go to school, becomes withdrawn, anxious, or lacking in confidence, is bullying other children or siblings.

N.B the list of examples above is not exhaustive, but indicative of the types of behaviours associated with bullying behaviours. These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

7. Reporting bullying

- Report bullying incidents to staff or directly contact Mrs Munn, Pastoral Lead with your concerns.
- The incident will be recorded by staff. In these cases, parents/carers on both sides will be informed.
- The bullying behaviour or threats of bullying will be investigated.
- An attempt will be made to help the bully (bullies) change their behaviour.
- If necessary and appropriate, the police will be consulted.

8. Outcomes

- The school will follow the Positive Behaviour Policy and will take all allegations of bullying seriously.
- The school will obtain witness information where possible.
- In serious cases, suspension or even exclusion will be considered.
- After the incident/incidents have been investigated, each case will be monitored to ensure repeated bullying does not take place.
- Obtaining an apology.
- We will work with the victim and bully (bullies) separately or together to consider the situation and to support restoration of justice to take place where possible.

9. The Role of Governors

- The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

10. The Role of the Headteacher.

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

- The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The Headteacher sets the school climate of mutual support and praise for success, making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

11. The Role of the Teacher

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.
- All incidents are logged on CPOMS with information of the incident, actions and follow ups.
- If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve support for the victim of the bullying, and consequences for the child who has carried out the bullying. We endeavour to help the child change their behaviour in future. We inform the Headteacher, pastoral lead and the special needs co-ordinator as soon as bullying is witnessed.
- Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

12. The Role of Parents

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact Mrs Munn, Pastoral Lead or their child's class teacher to raise their concerns in the first instance. The Headteacher will always be informed and kept up to date.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- To work with the school to promote a positive outlook and champion resilience in their child.

13. The Role of Children

- If children are aware that a classmate is being bullied, they have a responsibility to tell an adult. It is unacceptable to be a bystander.
- Children can support one another through the Peer Mentor programme or by talking to adults in groups to explain what is happening to the victim.
- Children can be provided an opportunity for 'restoration of justice' to take place.

14. Prevention

- School ethos which makes it clear that bullying is unacceptable including taking part in the Anti Bullying Alliance programme.
- Participation in Anti-Bullying Week annually
- Themes covering bullying including cyber bullying during assemblies, PSHE and Circle Time.
- Having clear class and school charters, drawn up and reviewed in discussion with the children.
- Open door policy – access to Headteacher.
- Regular staff training.
- Citizenship training/merit badges/ Values assemblies - with a key focus value each term.
- Citizenship target each week.
- Positive reinforcement of good behaviour – rewards, celebrations, Golden Time.
- Lunchtime support to address children's behaviours/issues and to support resolutions to mitigate further behaviour.
- Use of CCTV within the school grounds to help with the prevention of bullying and gaining details of allegations.
- 2 permanent Buddy Benches with clear signs - one on the playground and one on the field for during the summer months.
- A duty rota for school Ambassadors so they patrol key areas during break times and lunchtime.
- Trained Peer Mentor Programme to support children available weekly.

- Peer Mentors and School Ambassadors are supported to take the lead on anti-bullying incentives, including raising awareness and peer support.
- Visits from local police to share information regarding safe use of social media and online bullying.

15. Bullying Outside School Premises

- Where bullying outside school happens or is noticed please report this to the school office in the first instance. This will be passed onto the relevant staff members and it will be investigated and acted on as noted above.
- In all cases of misbehaviour or bullying, members of staff can only discipline the pupil on school premises, or elsewhere when the pupil is under the lawful control of the member of staff, e.g. on a school trip.
- The Headteacher is responsible for determining whether it is appropriate to notify the police of the action taken against a pupil. The parents will be immediately informed of any reports from members of the community.
- If misbehaviour could be of a criminal nature, or poses a serious threat to a member of the public, the police are always informed.

Information taken from DfE document Preventing and Tackling Bullying www.education.gov.uk

16. Monitoring and review

This policy is monitored on a regular basis by the Headteacher, Mrs G Hillier, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

This policy links to:
Positive Behaviour Policy
Child Protection Policy
SEND Policy
ICT Acceptable Use Policy

Appendix A - Questions to ask where bullying occurs

If an incident of bullying occurs, these are some of the questions to ask.

Where/when did the problems first start?

Are there any contributory factors from outside school? For example, illness, moving, problems with families outside school (on the estate, next door neighbours) or with siblings?

Is the problem always with the same person or group?

Where does it happen most?

When does it happen most?

What does the victim do when it happens?

How does the victim feel?

Has the victim told anyone – friends, mid-day supervisor, teacher etc? Is there anything the child could do differently?

What action is to be taken? e.g. inform parents of victim and bully, inform midday supervisors, set up a buddy system, behaviour chart, circle time, talk to class, write record of action and outcomes, file and copy to relevant parties.

Appendix B – Unacceptable Behaviour Log - this is now on CPOMS but this paper log may be used if the system cannot be accessed.

Widmer End Community Combined School & Pre-School Unacceptable behaviour log

Childs Name …….. Class ……. Date of incident ……..
Details of incident, time and place

Witnesses

Action to be taken by school

Both sets of parents informed telephone / meeting / letter Parents comments

Shared Action

Name of person completing report……

Appendix C – Further help

***DfE Guidance:**
Preventing Bullying https://www.gov.uk/government/publications/preventing-and-tackling-bullying
https://www.gov.uk/bullying-at-school/the-law *

***Anti Bullying Alliance guidance**
http://www.anti-bullyingalliance.org.uk
http://www.anti-bullyingalliance.org.uk/media/7486/safe-to-learn.pdf

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Aid 0845 345 4345

Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.