

“You are the light of the world, let your light shine!”

Anti-Bullying policy

Policy Summary

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Document Control

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Table of Contents

Vision	3
Expectations	3
Introduction.....	4
Objectives.....	4
Our school community	4
Definition of bullying	5
Types of bullying.....	5
Preventing and responding to bullying	5
Encouragement to report.....	6
Roles	6
Parents/Carers.....	7
Governors	7
Tackling Bullying	7
Links with other school policies and practices	8
Policy monitoring and review.....	9
Appendix 1: Step by Step Guide for Parents: Bullying	10
Appendix 2: Anti-Bullying Statement	12
Children’s Anti-Bullying Poster	13
Appendix 3: Key stage 2 prompts.....	14

Vision

Challenging each other to be our best through actions, words and choices, so we can all shine.

At Whaddon Church of England School, we:

- Are a Christian community where everyone can grow in Christian faith and develop an understanding and respect of others.
- Promote the development of each child and provide the best education for every pupil within a supportive and safe environment.
- Foster each child's identity as a citizen of the world.
- Equip children with the skills to develop independent thinking and learning- for life!
- Establish an environment where children have the freedom and confidence to take evaluated risks, make mistakes and disagree well, reflecting the Christian vision and values of our school.
- Develop personal responsibilities and life skills, so that life can be enjoyed, in all its fullness.
- Enable our children to demonstrate respect for one another and the environment, valuing difference.
- Provide children with a broad educational experience which incorporates the National Curriculum, fundamental British values and SMSC at the appropriate level for each child.

Expectations

For us all to shine, everyone will:

- Feel safe
- Work hard
- Be proud of our individuality and unique talents
- Support each other to achieve

Introduction

At Whaddon Church of England School we aim to provide an environment underpinned by our Christian values, where everyone experiences the joy of learning. Bullying in our school is taken very seriously; and is considered a serious safeguarding matter. It is not a normal part of growing up and it's impact on mental health and wellbeing can be negative, harmful and impact on learning, attainment and attendance and throughout life.

Objectives

Whaddon Church of England School Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. This policy has been drawn up with involvement of the whole school community.

Our anti-bullying policy aims to:

- Promote respect and tolerance for each other, including and engaging with everyone's perception of bullying
- Provide a secure, stimulating, positive, mutually respectful and inclusive environment
- Clarify for pupils, parents and staff what bullying is and that it is always unacceptable
- Explain to staff, pupils and the whole school community why bullying occurs and its impact on individuals and the school as a whole
- To have in place an anti-bullying support system based on reconciliation and forgiveness, that all staff and pupils understand and to apply the system consistently and both parties are supported throughout the process

Our school community

- Will discuss, monitor and review our anti-bullying policy on a regular basis as staff and with children
- Will support staff to promote positive relationships and identify and tackle bullying appropriately
- Will ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy

Definition of bullying

The repetitive or persistent intentional hurting of one person by another, where the relationship involves an imbalance of power.

Types of bullying

Bullying often results from prejudices and stereotyping. Vulnerable and minority groups who are seen to be 'different' are often bullied, however people may be targeted for no reason at all.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Race, religion or culture
- Special educational needs
- Appearance or health conditions
- Sexual orientation
- Bullying related to home circumstances
- Sexist or sexual bullying
- Online bullying

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social media sites and Whatsapp groups); sending nudes or semi-nude images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Our School is aware that it is possible that the bully may be an adult and will impose appropriate sanctions and, if necessary, follow safeguarding procedures where this is found to be the case. The headteacher will be informed and an investigation and LADO consultation will be undertaken, as per our Child Protection policy. The findings will be recorded on CPOMS.

Preventing and responding to bullying

What we do to prevent bullying

We will:

- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience and assertiveness.

- Consider all opportunities for addressing bullying including through the curriculum, information and displays, through peer support and through the pupils' Wednesday meetings.
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Observe anti-bullying week in the form of PSHE lessons, collective worship conversations- all at a stage and age-appropriate level.

Encouragement to report

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that restorative action will be swiftly taken which will be sensitive to the individual needs of all involved. Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. Everyone must understand that not telling someone means that the bullying is likely to continue. All classrooms have a worry box which is engaged with weekly, by the class teacher.

Roles

Staff

We expect staff to:

- Use our Christian Values to enable good role modelling and everyone to shine.
- Engage with the use of our online reporting system CPOMS to ensure that all incidents are recorded and enable the DSL to spot trends in any incidents and pupils with repeat incident reports.
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good example and help sustain a positive culture.
- Offer support to pupils who have been bullied and those who have bullied
- Work with pupils who have been bullying in order to address the problems they have
- Raise awareness of bullying through stories, role-play, discussion, peer support, collective worship pupil Wednesday meetings, PSHE, RE and Citizenship curriculum
- Understand that the Headteacher will keep the Governing Body well informed regarding issues concerning behaviour management and incidents of bullying and the classification it falls under
- Ensure pupils know how to express worries and anxieties about bullying
- Involve pupils in anti-bullying campaigns in schools
- Publish class and age specific visuals to promote who the children can talk to, if they are worried

Parents/Carers

We expect that parents/carers will:

- Understand and engage with everything that is being done to make sure children are safe and enjoy school.

We will ensure parents/carers:

- Know who to contact if they are worried about bullying including our complaints procedure
- Feel confident that everything is being done to make sure their child/children is/are happy and feel safe at school
- Are informed about and fully involved in all aspects of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that give rise to bullying.

Included in this policy is step by step guidance for parents explaining arrangements for reporting bullying and how incidents will be recorded and investigated.

Governors

We expect that Governors will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

Tackling Bullying

Recording

Incidents clearly identified as bullying must be reported via CPOMS as soon as is possible. The DSL will discuss patterns of incidents regarding specific children, over time and arrange opportunities for sensitive conversations with the most appropriate adult.

Dealing with an incident

Bullying incidents discovered at Whaddon Church of England School will be taken seriously and support will be provided for the target and bully.

We will support all involved by:

- Talking through the incident with the target and bully individually and in a mediation format, where appropriate.
- Helping the target and bully to express their feelings and understand the impact of what has been said or done.
- Talking about which values have not been used and in line with our vision- are we shining?
- Discussing strategies for making amends within our Christian ethos of reconciliation and forgiveness and exploring disagreeing well.

Support may include:

- Collective worship conversations about values and mutual respect/kindness
- 1:1 conversations with a social emotional theme
- Exploring the school map hot spots for where people have felt vulnerable or have experienced bullying so adults can be deployed on break and lunch duties to mitigate bullying in these areas.
- Restorative mediation with individuals and where appropriate between the bully and the person being bullied.

Time set aside for regular support/chat/check Sanctions may include, but are not limited to:

- Missing some time from break or another activity
- Meeting with staff, parent and/or pupil(s)
- Formal letter home from the Headteacher
- Suspensions (internal/external)

Parents/carers (of both the target and bully) will be informed of what has happened, and the action taken.

Links with other school policies and practices

This policy links with several other school policies, practices and action plans including:

- PSHE Policy Behaviour Policy
- Equal Opportunities Policy Safeguarding policy
- Child protection policy



Policy monitoring and review

We will review this policy every year as well as if incidents occur that suggest the need for review. The Wednesday justice and responsibility meeting will enable the children to explore this policy, termly. Review of the anti-bullying policy and its effectiveness will be undertaken annually with staff and children. Parents will be involved in policy review and monitoring via parentmail, should changes be required.

Appendix 1: Step by Step Guide for Parents: Bullying

Definition of bullying:

It is the wilful, conscious desire to hurt, threaten or frighten someone repeatedly by an individual or groups.

Bullying may include:

- Physical Attack: Unwanted physical contact, kicking, punching, pinching, pushing, hitting etc.
- Words: Teasing and name calling, making fun of physical differences e.g. Fat/thin, tall/short
- Rumours: Interfering with friendships, isolation of individuals, spreading nasty rumours
- Threatening: taking money, items, or threatening physical attack
- Annoying: continually annoying and causing discomfort and frustration
- Racist: Being unkind about race, ethnicity or religion
- Online or digitally through social media/gaming platforms

If you are concerned about bullying:

At Whaddon Church of England School we have clear expectations of good and friendly behaviour and we see bullying as a serious safeguarding matter. We also want to ensure that parents, carers and children can communicate their concerns with the school.

To support us:

- Carefully listen to the child's account of the nature of the incident/s
- Acknowledge a child's fears and experiences. Open communication helps to accurately establish the nature of the concern and also if the situation changes or improves with time.
- Speak to the Class Teacher who will make thorough enquiries and address the situation.
- Follow up with the Class Teacher and the child to find out about improvements and changes to the situation.
- Please continue to tell your class teacher if you feel that the situation has improved, worsened or remained unchanged. This will allow measures to be adjusted, in order to resolve the matter.
- Should you not be entirely satisfied with the situation it would be possible to arrange a meeting with the School Headteachers who will further address the situation.

Children are reminded to never bully back, and to keep the communication open with the Class Teacher in working towards a resolution.

Maintaining a friendly and safe environment for our children:

We all play a vital role in ensuring that Whaddon C of E School continues to provide a safe, caring and friendly environment for all our children, allowing children to concentrate on and flourish in their education, shining brightly in their relationships and interactions.

Your help is vital. Please help us by:

- Preparing young children about acceptable friendly behaviour and the negative effects of bullying
- Encouraging children to identify and report bullying that they either experience or see
- Encouraging children to speak to yourselves and staff about their concerns, fears and experiences so that behaviour can be corrected very quickly
- Discussing the definition of bullying with your child to help them put their experiences into context and support any concerns they may have

Resources:

Some useful websites that provide information on Bullying:

www.anti-bullyingalliance.org.uk - Provides Help and advice for Parents, Carers, Children, Young People and Practitioners

www.kidscape.org.uk - Provides advice, downloadable resources, assertiveness training for children

www.childline.org.uk - get help and advice about bullying issues, talk to a counsellor online.

www.bullyfreezone.co.uk – the project aims to raise awareness of alternative ways of resolving conflict and reducing bullying.

www.parentlineplus.org.uk – a national charity providing help and support to anyone caring for children

www.nspcc.co.uk – to make you more aware of the dangers children face, plus handy hints to help you to brush up your parenting skills. Go to [Help and Advice, Parents and Carers](#)

www.stopbullyingnow.hrsa.gov - Bullying Information, Resources, and Prevention Tips. Whether you have been bullied, witnessed bullying, or bullied someone else



Appendix 2: Anti-Bullying Statement

WE WILL NOT ALLOW BULLYING IN OUR SCHOOL.

Bullying can happen in different ways:

- **PHYSICAL ATTACK** – for example kicking, punching or slapping.
- **WORDS** – Someone saying nasty things to you. Teasing and name calling.
- **FACE TO FACE or ONLINE** – Saying unkind things to or about you. ○
- **THREATENING** – to take money or belongings from you or to hurt you.
- **RUMOURS** – someone spreading nasty rumours about you.
- **ANNOYING** – someone continually annoying you. ○ **RACIST** – someone being nasty about your race or religion.
- **RUDE** – someone being rude to you because of how you are for example fat/thin, tall/short.
- Online or digitally produced text messages or memes intended to cause offence.

IF YOU ARE BEING BULLIED - TELL SOMEONE. TELL YOUR TEACHER OR ANY OTHER MEMBER OF STAFF YOU FEEL YOU CAN TALK TO. REMEMBER WE ARE HERE TO HELP YOU.

WE WILL NOT LET YOU BE BULLIED BY ANOTHER CHILD IN THIS SCHOOL

Children's Anti-Bullying Poster

BULLYING

What should I do?

1

Tell an adult



2

Tell a friend



3

Think first



4

Walk away



Liza's Early Learning Spot



Appendix 3: Key stage 2 prompts

- If in doubt, tell an adult - this is reporting and it keeps us all safe and happy!
- Stand up for your friends by asking a bully politely to stop what they are doing/saying.
- Use the worry box in your classroom if something is worrying you and you want help
- If you feel you are being bullied, tell an adult, as soon as you can, so that something can be done to help you, quickly.
- Make sure that you are clear on what bullying is and what it looks like.
- Know that adults in this school want to keep you safe and happy.
- Don't take things into your own hands, by saying something hurtful or hurting someone who has hurt you. Let the adults find a resolution.