

WOOKEY PRIMARY SCHOOL

GOVERNING BODY



Anti-Bullying Policy

ADOPTED BY GOVERNORS: September 2023

REVIEW BY: September 2025

Anti-Bullying Policy

Aims

- We aim to develop an ethos in which bullying is regarded as unacceptable
- We aim to ensure that all measures are in place to reduce the likelihood of bullying
- We aim to ensure that there is a consistent response to any bullying incidents that may occur.
- We aim to ensure that everyone connected with the school is aware of, and upholds their responsibilities with regard to the eradication of bullying in our school.

Definition

Bullying is "Behaviour by an individual or group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014)

Bullying may take various forms, including:

- physical e.g. pushing, kicking, hitting, threats;
- verbal / psychological e.g. name calling, spreading rumours, persistent teasing;
- prejudice related bullying (e.g. racist, homophobic, disablist, sexist)
- sexual e.g. unwanted physical contact, abusive comments, inappropriate references to sexual orientation.
- gifted and talented e.g. negative peer pressure based on high levels of ability or effort.
- Cyber-bullying e.g. abuse online, interfering with online presence, inappropriate sharing of images

Preventing, identifying and responding to bullying

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).

- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

Dealing with Incidents

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded and given to the Headteacher.
- The Headteacher will speak to all concerned and will record the incident.
- Teachers will be kept informed.
- When responding to cyberbullying concerns the school will take all available steps to identify the bully and speak to those concerned.
- Where bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Parents/carers will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned.
- If necessary and appropriate, the police or other local services will be consulted

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of the staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support.
- Restoring self-esteem and confidence.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support.
- If online, requesting content be removed and reporting account/content to service provider.
- Sanctioning in line with school behaviour/discipline policy. This may include removal of privileges or in extreme cases, fixed-term and permanent exclusions.

Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designed lead and/or a senior member of staff/Headteacher.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults (staff and parents) who have bullied will be helped by:

- Discussing what happened with a senior member of staff and establishing the concern.
- Clarifying the schools official procedures for complaints or concerns.
- If online, requesting content be removed and if necessary reporting account/content to service provider.
- Instigating disciplinary, civil or legal action.

Monitoring and Review

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by reviewing incidents of bullying, and by discussion with the Headteacher. Governors will analyse information for patterns of people, places or groups.

Review date :