



Woolpit Primary Academy

NURTURE • RESILIENCE • INSPIRATION • RESPECT

Anti-bullying Policy

January 2025

Reviewed By	Emma Jones
Signature	
Date	January 2025

Our vision

Our core values are Nurture, Resilience, Respect, Inspiration, which are at the heart of all we do. This is to ensure children leave Woolpit Primary Academy with a love of learning, as resilient individuals who are prepared for their futures. Our nurturing approach will ensure all pupils grow into well-rounded individuals with healthy minds. Children will leave our primary school as respectful members of the community; inspired to learn and motivated to achieve.

Aims of this policy

At Woolpit Primary Academy, we firmly believe in fostering a safe and positive educational environment where all students feel secure and valued. Bullying of any form, including cyberbullying, is not tolerated, and we are committed to creating a culture of respect and kindness. This Anti-Bullying Policy outlines our definition of bullying, the measures we employ to address it, our prevention strategies, and the roles of all stakeholders in maintaining a harmonious school atmosphere.

Definitions of Bullying

'Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally'

Preventing and tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (June 2017)

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'

<https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/understanding-bullying/definition>

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves. This power imbalance can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

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

Our Rights

As part of our respectful, nurturing approach, we believe that everybody has the right to:

- Feel safe and cared for

- Communicate and be listened to
- Focus on the positives
- Be treated with respect
- Use, share and care for school facilities
- Be valued for their achievements

The school does not tolerate:

- Physical and verbal aggression of any kind towards any member of our school community
- Racism, prejudice, or discriminatory language
- Shouting at children or each other
- Persistent and deliberate disruption to others' learning
- Bullying of any kind

Types of Bullying

For children, bullying can take many forms including:

Physical bullying:

- punching, pinching, hitting, or kicking
- tripping or pushing
- spitting
- unwanted physical contact / inappropriate touching

Verbal bullying:

- name calling
- degrading comments
- teasing and taunting
- inappropriate sexual comments
- insulting or racist remarks

Social bullying:

- embarrassing someone
- leaving someone out on purpose
- telling others not to be friends with someone
- spreading unpleasant stories about someone

Online Bullying

Online bullying can take many forms and bullying online can often start in school and then be progressed online or can start online and then influence behaviour in school.

Whilst most incidents of online bullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat online bullying with the same severity as any other forms of bullying.

When responding to online bullying concerns, the school will:

- Act as soon as the incident has been reported or identified.
- Provide appropriate support for the person who has been bullied and work with the child who has carried out the bullying to ensure that it does not happen again.
- Encourage the child being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:

- Sending reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to, or are unable to, delete content.
- Confiscating and searching pupils' electronic devices, such as mobile phones, if there is a belief that it could be used to cause harm to others, in accordance with the law.
- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Inform the police if a criminal offence has been committed.

We will ensure that our children are taught safe ways to use the internet through our broad and balanced curriculum and will encourage good online behaviour.

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 and class discussions to ensure that pupils understand the differences between relational conflict and 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.
- Completing work in school which develops empathy, social skills and emotional understanding e.g. PSHE, PATHS lessons, class discussions, peer mediation and playground buddies (B's buddies).
- Reflecting and learning from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Focussed work with individuals and groups of pupils, where required, to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant), PATHS lessons, Nurture sessions, small group work.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Responding To And Dealing With Bullying

At Woolpit Primary Academy, we are proactive about addressing bullying behaviour through a clear and robust procedure. When an incident of bullying is reported, the following steps will be implemented:

1. **Reporting Procedures:** Children are encouraged to talk to staff when they are unhappy or have concerns and they understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. They are encouraged to report bullying to a trusted adult in the school or at home if they are the victim of bullying or if they see another child being bullied. If staff witness repeated negative behaviour they must report this to the DSLs. Parents are also encouraged to report concerns and bullying to adults at the school.
2. **Investigation:** Upon receiving a report of bullying, our staff will initiate a thorough investigation, which includes speaking to the victim, the alleged bully, and any witnesses. It is vital that we gather all relevant information to understand the context and dynamics of the situation. The Headteacher will be informed if an incident of bullying is being investigated.
3. **Support for Victims:** Students who have experienced bullying will be offered support in dealing with the issues that have occurred. This support will be bespoke to the child who has been affected by the bullying and will aim to empower them, helping them to regain confidence and ensuring they feel secure in their school environment.

4. **Consequences for Bullying Behaviour:** In accordance with our behaviour policy, appropriate consequences will be enforced for those engaging in bullying. Our approach to managing behaviour emphasises the need for restorative practices, which encourage understanding and reconciliation.
5. **Follow-Up:** After addressing a bullying incident, staff will be informed and will continue to monitor the situation, ensuring that the harassment has ceased and that both victims and perpetrators are receiving appropriate support. Parents will always be contacted if an incident of bullying has been investigated and will be involved in the process of dealing with the bullying behaviour.

We monitor and review all bullying incidents to determine any patterns or trends that may require further action. On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school through pupil questionnaires and RAW (Rights at Woolpit) meetings. All incidents of bullying are recorded on CPOMs along with the actions that have been taken to address the issues.

Roles and Responsibilities

Maintaining a bullying-free environment involves the collective effort of the entire school community. Each stakeholder has a crucial role to play:

1. **Children:** Children are expected to treat one another with respect and kindness. They should report any incidents of bullying to teachers or trusted adults and support peers who may be victims of bullying.
2. **Parents:** Parents are encouraged to communicate openly with their children about their experiences at school and to report any concerns regarding bullying to the school. Partnership with parents is vital to reinforcing positive behaviours at home.
3. **Staff:** All staff members have a responsibility to create a positive learning environment. They must be vigilant in identifying signs of bullying, intervene when necessary, and report any incidents to the appropriate authorities.
4. **School Leadership:** The school's leadership is responsible for ensuring that the Anti-Bullying Policy is implemented effectively. They should allocate resources for training, prevention initiatives, and support services, while also reviewing and updating policies in response to emerging issues and feedback.