

WISBOROUGH GREEN PRIMARY SCHOOL



ANTI-BULLYING POLICY

Approved by: Senior Leadership Team December 2025 and shared with the Full Governing Body
Review due: December 2026

Key Contact Personnel

Nominated Member of Leadership Staff responsible for this policy:

Wenna Greenway (Deputy Headteacher)

Designated Safeguarding Lead(s):

Wenna Greenway (Deputy Headteacher; DSL)

Philippa Croucher (Headteacher; Deputy DSL)

Grace Jeal (Leader of Learning; Deputy DSL)

Donna Barnard (SENDCo; Deputy DSL)

This policy is based on DfE guidance "[Preventing and Tackling Bullying](#)" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" and "[Sexual violence and sexual harassment between children in schools and colleges](#)" guidance. The setting has also read Childnet's "[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)".

Objectives

- This policy sets out what Wisborough Green Primary School will do to prevent and tackle all forms of bullying.
- Wisborough Green Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.
- We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

Links with Other School Policies and Practices

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

- Positive Behaviour Policy
- Complaints Procedure
- Child Protection and Safeguarding Policy
- Confidentiality Policy
- Acceptable Use Policies (AUP)
- RSE/ PSHE policies
- Online Safety (including mobile and smart technology and social media) Policy
- Parent Code of Conduct.

Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986.

Responsibilities

The headteacher is responsible for making sure that:

- disciplinary measures are applied fairly, consistently and reasonably,
- a member of the senior leadership team has been identified to take overall responsibility.
- the governors take a lead role in monitoring and reviewing this policy.
- all staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- parents/carers to support their children and work in partnership with the school.
- pupils abide by the policy.

Definition

Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. (DfE 'Preventing and Tackling Bullying')

Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours. The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

We recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying is recognised by Wisborough Green Primary School as being a form of child-on-child abuse; children can abuse other children. Abuse is abuse and it should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”. We recognise that even if there are no reports of bullying, it does not mean it is not happening, and it may be the case that it is just not being reported. All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

School Ethos

Wisborough Green Primary School community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and well-organised environment, where pupils are able to learn and fulfil their potential.

At Wisborough Green School:

- We understand the importance of challenging inappropriate behaviours between peers.
- Monitors and reviews our anti-bullying policy and practice yearly
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to Bullying Concerns

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.
- The headteacher, Designated Safeguarding Lead (DSL) or another appropriate member of the leadership team will interview all parties involved.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned

Preventing Bullying

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, understanding of our school values, and PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. Other pro-active strategies are:

- To provide a happy and caring environment in which to learn and work, where each member of the school community is personally valued and where pupils are able to develop self-respect and self-control.
- To help pupils acquire attitudes and skills relevant to their adult and working life and be able to adapt confidently to a changing society, including application of our school values.
- To develop children's physical and social skills.

- To encourage moral values in line with our seven school values.
- To engender respect for and tolerance of others, regardless of differences of race, gender, culture or religion, upholding fundamental British Values.
- To encourage pupils to work together and participate fully in the life of the school and the community.
- To make pupils aware of the types of bullying which exist through the formal subjects on the curriculum, including PSHE, as well as the occasional presentation as available by outside companies and, in addition, by staff contributions in assemblies which illustrate the types of bullying and some possible outcomes.
- To work with parents on the prevention of cyber-bullying and e-safety measures.
- To inform parents about the school's procedures for dealing with bullying through the publication of this policy on the school website

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Equal Opportunities

All pupils and parents have access to this policy. Our Equality Policy explains the ways in which we promote the protected characteristics of the Equality Act. With all incidents, we will consider every aspect prior to making a decision. We do not label children as bullies, and we encourage our parents not to. If it is proven that a child has exhibited bullying behaviour, we will work with the child and family to support their development.

Involvement of Pupils

We will:

- Regularly canvas pupils' views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Utilise pupil voice in providing pupil led education and support
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Review

This policy is subject to review by the senior leadership team and governors of the school every year.