



Policy on Anti-Bullying

Aim High, Learn Together, Feel Proud!

Approved by:	Governing Body	Date: 2nd March 2026
Last reviewed on:	June 2024	
Next review due by:	March 2027	

This policy adheres to the statutory obligations of the Education and Inspections Act 2006, [Education and Inspections Act 2006, Part 7](#), Education Act 2011, [Education Act 2011](#) and the Equality Act 2010 <https://www.legislation.gov.uk/ukpga/2010/15/contents>.

Statement of Intent

We are committed to providing a caring, nurturing, friendly and safe environment where every child and adult is respected. They are able to learn and work in a relaxed and secure environment.

At Westbrook we promote equality and celebrate difference.

We are a 'telling' school and actively promote the message that anyone who knows or thinks that bullying is happening must tell a member of staff.

This policy also applies to the bullying of and by school staff whether by pupils, parents or staff.

Bullying of any kind is unacceptable at our school. If bullying does occur all children and adults should know that the situation will be dealt with promptly, sensitively and effectively.

(This policy should be read in conjunction with school policies on Behaviour, Safeguarding, Racial Equality, Acceptable Use, Disability and Child Protection.)

What is bullying?

At our school we understand bullying as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, 'lots of times, on purpose'.

We want to ensure that there is a zero tolerance approach to any issues of bullying and that everyone needs to take responsibility for bullying. We also want to ensure that children know what to do if they feel unsafe.

We will make sure that incidents of bullying are recorded and monitored and steps taken to overcome any issues. Also, victims and bullies are supported and helped in school.

Different types of bullying:

Verbal bullying is saying or writing cruel things. This includes:

- Name-calling
- Teasing
- Spreading rumours
- Threats
- Swearing
- Sarcasm

These examples may be linked to sexuality, gender, ethnic origin, religion, SEND, or personality. We do not allow any behaviour that discriminates or that is driven by prejudice.

Physical which includes:

- Kicking
- Spitting
- Hitting / punching
- Pushing
- Any other forms of violence, including damaging someone's belongings, because of a perceived physical, economic, sexual, intellectual, cultural or racial different

Emotional which includes:

- Being unfriendly

- Ignoring someone
- Hurting someone's feelings – insults, name-calling
- Leaving someone out
- Demanding items through means of threat of force e.g. money or personal possessions

Racist which includes:

- Racial taunts / name-calling
- Gestures

Sexual which includes:

- Unwanted physical contact
- Sexually abusive comments
- Inappropriate touching

Homophobic which includes:

- Focusing on sexuality

Cyber-bullying which includes:

- Misuse of all areas of the internet e.g. email and internet chat room misuse
- Sending inappropriate messages by text or IM or in a Social Network or chat room.
- Misuse of associated technology e.g. sharing or photos of someone to hurt or upset them.
- Making threats or spreading rumours on a mobile or online;
- Bullying someone in any way by using a mobile or the internet.
- Misuse of social media e.g. social exclusion
- Hacking into someone's account / site
- Impersonating someone online

Whilst most incidents of cyber-bullying will occur outside school we will offer support and guidance to pupils and parents / carers who experience online bullying and this type of bullying will be considered with the same severity as any other form of bullying. We will adopt a proactive approach, keeping parents informed of national guidelines, for example age restrictions related to social media platforms.

Objectives of this policy

- All members of the school community including staff, pupils, parents and governors should have a clear understanding of the term 'bullying'.
- All governors and teaching and non-teaching staff should be familiar with and refer to the school's Anti-Bullying policy when responding to a reported incident.
- All children and parents / carers should be familiar with the school's policy on Bullying and how they should respond if they suspect bullying is occurring
- Assuring all members of the school community that **we do not tolerate bullying**, in any form, and reported incidents will be taken seriously. Children and parents / carers will be supported.

School Staff responsibilities

- To implement the procedures outlined in this policy and to challenge any form of bullying in our school
- To listen to all parties involved in reported incidents
- To investigate incidents promptly and as fully as possible
- To take the appropriate action and report the incident to one of the school DSLs and record on our reporting system **MyConcern** [The Safeguarding Company](#)

- To share with parents of the victim and the bully, incidents of bullying
- To promote the use of a range of learning approaches / strategies which aim to prevent incidents of bullying e.g. **Jigsaw** (whole-school approach to teaching PSHE and Anti-Bullying week and subsequent events)
- To promote the message that we are a '**telling**' school and facilitate communication within the school and with any other relevant agencies as necessary

To support the school in meeting policy objectives and staff responsibilities we are a member of the **Bullying Intervention Group (BIG)**, an organisation which provides many useful resources and guidelines to ensure that we are working proactively to prevent bullying.

Indications of bullying

A pupil may show signs that they are experiencing bullying. All members of the school community should be familiar with potential indicators of bullying and would then investigate these further:

- Hesitant to go to school
- Frightened to walk to or from school
- Change in usual behaviour
- Withdrawn or anxious behaviour displayed
- Unhappy to be in certain parts of the school e.g. playground, dinner hall

The above signs could be indicative of other concerns however bullying would be considered a possibility and should be reported and investigated further by a Designated Safeguarding Lead (DSL or Deputy DSL) or a member of the Senior Leadership Team (SLT).

It is also important to note that there may not be any warning signs and therefore it is important that the school actively encourage pupils to speak up if they experience or witness any incidents.

Response to Bullying incidents

No one should experience being the victim of bullying – it is upsetting and can have a long-lasting impact upon the individual. The victim will be given support and counselling to ensure that they feel safe.

The precise response to the incident of bullying will be decided on an individual basis. However the investigation will generally include:

- The reporting of an incident to a member of staff
- In particular cases this will then be reported to the DSL or one of the DDSLs or a member of SLT
- In particular cases this will then be recorded on MyConcern

The investigation could involve speaking to any other children who have been involved in the incident in the role of bystander or colluder. It will be explained why this behaviour is unacceptable and the impact or consequences of their actions or words will be explored further. Ways to change their behaviour will be discussed and if the cause of the behaviour can be addressed it is more likely that the bullying will cease. They may be asked to sign an agreement to change their inappropriate behaviour. Both the victim and the bullying child/ren will have follow-up meetings so that they know that they are supported.

On the day that the incident is reported, parents / carers of the child/ren carrying out the bullying will be contacted and notified of the situation. They will be invited to attend a meeting to discuss their child's behaviour and how the child can be helped to change this. Parents of the victim will be contacted and notified if the child has not already informed them.

If the bullying persists, parents will be informed and if appropriate, a restorative approach will be used with the victim and the bully looking at the harm that has been caused. By providing a safe environment the victim needs to take ownership of the solution making it more likely to succeed.

Class teachers and other members of staff who have regular contact with the children involved should continue to monitor the behaviour of both victim and bully. Bullying incidents are reported to the Local Authority annually.

Prevention of Bullying

At Westbrook we have a positive and inclusive school ethos; all pupils, staff and parents understand that behaviour is all about making choices.

Systems to actively reduce the likelihood of bullying:

- A set of positive 'Golden Rules' displayed in every classroom and referred to regularly in assemblies and at unstructured times of the day
- A confidential 'Worry Box' easily accessible in every classroom
- Wellbeing Ambassadors (children who have been appointed to act as a point of call for pupils wishing to discuss areas of concern)
- Class Charters signed by all members attached to the class
- A focus group
- Policy written in consultation with children, parents, staff and governors
- Annual participation in Anti-bullying fortnight
- Annual participation in Safer Internet Day (SID)
- Information for parents including links to BIG website
- Open door policy for parents
- CPD for all staff including all support staff to ensure that updates are disseminated
- Assemblies which recognise and celebrate difference
- Assemblies about anti-bullying awareness and introducing the Wellbeing Ambassadors
- Regular class activities related to bullying e.g. respect, friendship, cooperation
- A quiet space where children can go and be able to feel safe, comfortable and happy
- Actively encouraging children to understand that if they know that bullying is taking place they must tell and not be a bystander. This can be reinforced through external organisations e.g. the Power of One theatre workshop
- Using resources from the Bullying Intervention Group (BIG) to support teaching and promote excellence in bullying intervention

Monitoring and review

Regular class activities, circle times, assemblies, staff discussions, including training all contribute to monitoring the effectiveness of our policy and practice.

Parents and pupils will be consulted at intervals through questionnaires.

This policy has been written in consultation with the BIG focus group, including the pupil members.

This policy will be reviewed every year.

