



White Woods
Primary Academy Trust



Anti Bullying Policy

Reviewed
September 2025
Date of next review
September 2026

At Swinton Fitzwilliam Primary School, our mission is to provide a safe, happy and inspiring environment for all learners. Teaching our children how to behave appropriately, by setting clear and high expectations of behaviour, modelling and rewarding excellent behaviour is extremely important.



Our Philosophy

At Swinton Fitzwilliam, we treat the subject of bullying very seriously and we do not accept bullying of any kind including physical, emotional or verbal. We believe in restorative practice through school to prevent bullying and work closely with children, staff and parents to create a safe, happy environment. We operate under the following philosophy:

- All bullying is unacceptable, regardless of who bullies, how it is delivered, or what reasons are given to justify bullying actions.
- We recognise the detrimental effect on children and young people who may be subjected to bullying and will work actively to minimise the risks of bullying.
- Victims of bullying should be treated in a supportive manner and their support should not be regarded as a burden to staff and peer groups.
- The harmful effect on educational performance which can be caused by bullying is recognised and we are committed to combating all bullying behaviour in partnership with the relevant agencies.
- Bullies need to change their behaviour (It is the behaviour not the person that is condemned) and they too will need support.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

Definitions

Bullying is defined by the Department of Health, Department for Education and Employment, Home Office and National Assembly for Wales in the Governmental Guidance on Working Together to Safeguard Children as, "deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those bullied who are powerless to defend themselves.

Bullying can take many forms and can include:

- Verbal e.g. name-calling, making offensive comments, taunting, making threats.
- Physical e.g. kicking, hitting.
- Emotional e.g. spreading hurtful and untruthful rumours, excluding people from groups.
- Cyber e.g. bullying via mobiles or online platforms e.g. text messages, emails and social media.



- Written e.g. ridicule through drawings and writing.
- Incitement e.g. encouraging others to bully.
- Extortion e.g. demands for money or personal property.
- Damage to Property e.g. theft of bags, tearing clothes, ripping books.

This is by no means a comprehensive list of reasons and behaviours and some evolve at different times.

The damage inflicted by bullying can be frequently underestimated and may be spoken or appear in a variety of other forms such as texting, e-mail or through mobile phones. Bullying can cause considerable distress affecting health and development. At an extreme significant harm (including self-harm) may take place.

Both racist and homophobic bullying are examples of bullying activities causing stress of an emotional kind. A child is defined as a person under the age of eighteen years in section 105 of the Children Act (1989) . A young person is defined as a person under the age of 18, but over compulsory school age ie 16, a mature minor.

How do we identify bullying behaviour?

Both parents, carers and staff should be vigilant for the following signs, which may indicate bullying (or another Safeguarding issue) is happening.

- Reluctance to attend school.
- Poor school performance or deterioration in learning standards.
- Behaving out of character (e.g. withdrawn, anger).
- Reluctance to go out to play.
- Missing or damaged belongings.
- Self-harm.
- Increased episodes of illness (real / imaginary).

Our Procedure

1. Talk to all individuals involved in the incident (this may include witnesses) and listen to accounts of the incident. Children write down their account. Adult to remain neutral and not make assumptions on what has been reported. All acts of bullying must be confronted in the first instance by class teacher and reported on Arbour/CPOMs. Parents to be informed.
2. If a repeat incident occurs or an extreme incident, (violence or abuse that is sustained i.e. repeated kicking and preventing the victim from leaving) this will be reported to SLT and on Arbour/CPOMs. Parents of all children will be made aware

and may be invited in for a meeting to discuss the incident. They will be invited to talk to a member of SLT about the problem and will be provided with assistance to help address the problem. Joint strategies for improvement will be discussed and agreed. In extreme circumstances exclusion may be used.

3. Staff will follow restorative practice as per Behaviour policy to work with and support all children to repair the relationship at the child's own pace. This will include work around the rules broken.
4. In preventing bullying in the first instance, all staff must talk to the children about bullying and it must be constantly on the agenda during morning assemblies and RHE lessons.

Racial and homophobic incidents

All incidents must be taken seriously and, as with bullying, it must be made clear to pupils that such practices are unacceptable and will not be tolerated. Parents will be contacted (both parties).

All incidents of racial or homophobic harassment must be fully reported to the Head Teacher, governors and the LA.

What we will do to prevent bullying

- Display posters about the anti-bullying policy in child friendly language throughout school
- Use visual cues such as zone of regulations to communicate feelings with staff
- Raise the profile of anti bullying across school - e.g through assemblies
- The school council will take bullying seriously and discuss it regularly
- We will regularly review and evaluate our Anti Bullying Policy to ensure it meets the needs of our pupils
- We will provide anti-bullying training to all staff (teaching and non teaching)
- We will work with parents and carers to reinforce the policy and encourage parents / carers to promote anti-bullying by:
 - Stressing to their children the importance of appropriate sociable behaviour and not acting in any way that could make situations worse or could be seen as bullying or threatening against another child
 - Reporting any misgivings that they have concerning bullying and sharing concerns as soon as possible
 - Making clear their disapproval of bullying



- Not automatically dismissing the suggestion that their own child could be involved in bullying another child and work positively with the school to change the behaviour

If parents are concerned about their own child or another please discuss this with a member of staff.