



Whiston Junior and Infant School

Part of White Woods Primary Academy Trust



'Roots to Grow and Wings to Fly'

Anti-Bullying Policy

Reviewed by Headteacher: 14.11.24

Review Date: 14.11.25

Anti-Bullying Policy adapted for Whiston Junior and Infant School

School Mission Statement

We strive for excellence by providing high standards of teaching and learning through:

- Fostering a safe, healthy, and caring environment grounded in positive relationships and mutual respect.
- Offering a knowledge-rich, sequential, and balanced curriculum that sparks curiosity, adapts to individual needs, and promotes success.
- Encouraging learners to take responsibility for their academic, emotional and social growth, through developing resilience, reflection, collaboration, curiosity, independence, and pride.
- Promoting respect for diversity and ensuring equality of opportunity for all, regardless of race, religion, or gender.

Anti-Bullying Policy Objectives

As a school we believe that bullying is wrong and can potentially damage individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

This policy aims to produce a consistent school response to any bullying incidents that may occur and to make all those connected with the school aware of our opposition to bullying. Within school, we ensure all members of our community are aware of their responsibilities with regard to the eradication of bullying.

It is our aim that every member of our school community feels valued and respected and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school anti-bullying policy is therefore designed to support the way in which all members of the school can operate and promote an environment which is safe, healthy, caring and supportive for everyone.

Definition

Bullying is an action taken by one or more children/adults with the deliberate intention of hurting another child/adult, either physically or emotionally. It is an action which takes place on more than one occasion.

The role of governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of all school behaviour policies.

The role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in our school. The Head Teacher draws the attention of children to this fact at suitable moments. For example, during Anti Bullying Week/Friendship Week (October) or if an incident occurs, the Head Teacher may decide to use assembly as a forum in which to discuss issues and through the use of story, deepen the children's understanding of why certain behaviours are acceptable.

The Head Teacher ensures that all staff are supported to enable them to deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of all adults employed at our school

Everyone in our school takes all forms of bullying seriously and intervenes to prevent incidents from taking place.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied or upset by another child, following a full investigation of the incident(s), the class teacher, Key Stage Leader or Head Teacher informs the child's parents so that we can work together to solve any problems.

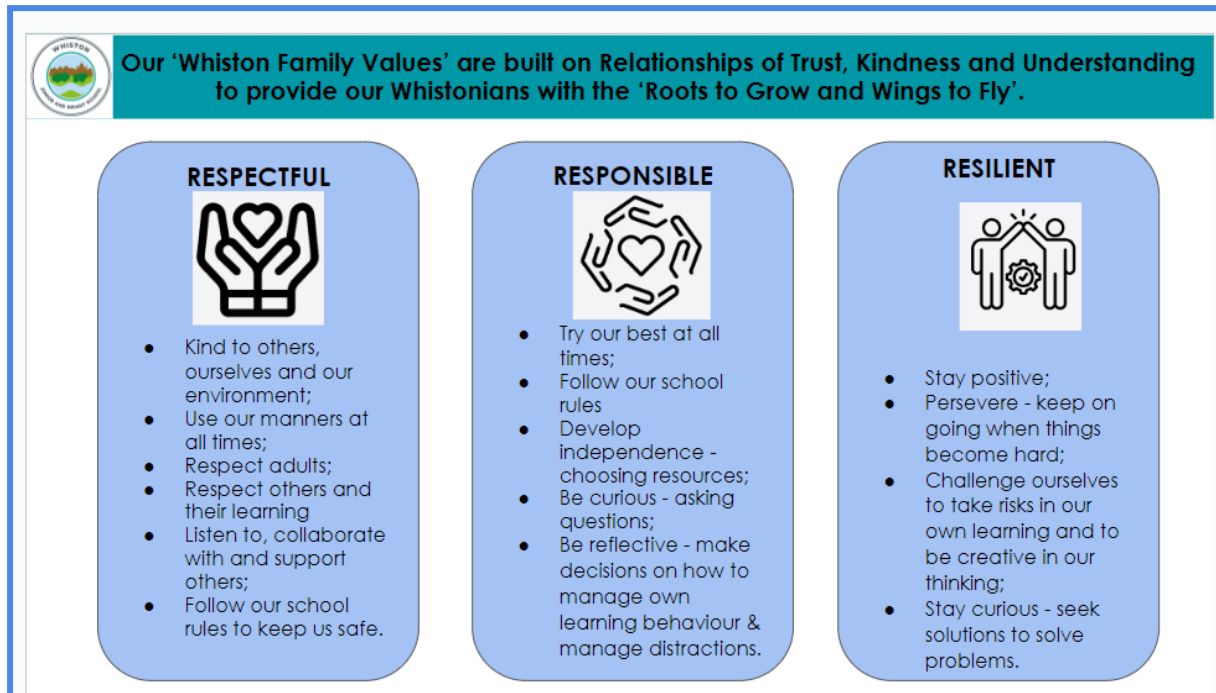
If any cases of bullying or misbehaviour occur, the issue is dealt with immediately. This may involve counselling and support for the victim of the bullying and punishment for the child who has carried out the bullying. We spend time talking to all the children involved in the incident; we explain why the action of the child was wrong and we endeavour to help the child reflect on their behaviour and consequently change their behaviour in future. If a child is repeatedly involved in bullying or upsetting other children, we then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies. On any occasion where external support is sought, parents are kept fully informed and invited to any review meetings.

All adults in school attempt to support all children to establish a climate of trust by promoting the development of tolerance and respect for others, regardless of race, creed or gender and ensure that all learners have equality of opportunity.

Moreover, by praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of children

Should any incident occur, children will be invited to discuss their concerns with an adult in school and with other children involved in any incident. The discussion will use the **School's Values - Our '3 Rs'** and Building Positive Relationships Policy (Behaviour Policy) to come to a conclusion and to try to restore harm. The school promotes restorative justice practices to encourage children to reflect on the views and feelings of others.



Any whole school issues raised by specific behaviours may be discussed anonymously at school's council meetings or assemblies. This will facilitate the opportunity for children to voice their opinions about policy and practice in school.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately; there is always someone available to discuss their concerns at the end of the school day. If the class teacher is not available, then parents will need to make an appointment with the Head Teacher or deputy headteacher to listen to their concerns.

Workplace bullying and harassment

Bullying and harassment is behaviour that makes someone feel intimidated or offended.

Harassment is unlawful under the Equality Act 2010.

Examples of bullying or harassing behaviour include:

- spreading malicious rumours
- unfair treatment
- picking on someone
- regularly undermining a competent worker
- denying someone's training or promotion opportunities

Bullying and harassment can happen:

- face-to-face
- by letter
- by email
- by phone

The law

Bullying itself isn't against the law, but harassment is. This is when the unwanted behaviour is related to one of the following:

- age
- sex
- disability
- gender (including gender reassignment)
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation

What employees should do if they're bullied or harassed

Employees should see if they can sort out the problem informally first. If they can't, they should talk to their:

- manager (Head Teacher)
- human resources (HR) department
- trade union representative

If this doesn't work, they can make a formal complaint using their employer's grievance procedure. If this doesn't work and they're still being harassed, they can take legal action at an [employment tribunal](#).

They could also call the Acas (Advisory, Conciliation and Arbitration Service) helpline for advice:

Acas helpline

Telephone: 0300 123 1100

Textphone: 18001 0300 123 1100

Monday, Wednesday and Thursday, 8am to 8pm

Tuesday and Friday, 8am to 6pm

Saturday, 9am to 1pm

Acas has also produced a guidance leaflet on bullying and harassment.

[Download 'Bullying and harassment at work: a guide for employees' \(PDF, 186KB\)](#)

Employers' responsibilities

Employers are responsible for preventing bullying and harassment - they're liable for any harassment suffered by their employees.

Anti-bullying and harassment policies can help prevent problems.