



WESTOVER PRIMARY SCHOOL

Anti-Bullying Policy

Prepared By: Tom Upfield (Deputy Headteacher – Behaviour Lead)

Approved By: Governing Body

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Introduction:

All children have the right to be safe from bullying, harm and abuse. At Westover Primary School, we will ensure that the victims of bullying are supported and looked after. Our school aims to offer a positive, supportive and safe learning environment for our community, in which everyone has an equal right to be treated with dignity and respect.

Bullying of any kind is unacceptable. If bullying does occur, all pupils and adults should be able to tell and know that incidents will be dealt with promptly and effectively. All members of staff are required to listen and respond when bullying or concerns about safety and well-being are raised.

Aims:

The aim of this policy is to ensure that all governors, teaching and non-teaching staff, pupils, volunteers and parents:

- have an understanding of what bullying is
- know what the school policy is on bullying and what they should do if bullying arises
- know that as a school we take bullying seriously.

Pupils and parents should be assured that they will be:

- supported when bullying is reported
- know that bullying will not be tolerated

What Is Bullying?

Bullying is defined as deliberately hurtful behaviour, which is unprovoked, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying may be racist, sexist or homophobic.

People can be bullied for any reason; because of the way they look, because of their religion, their age, because of their sexuality or how they choose to identify, because of learning or physical disability, where they live, their family, their social class or their achievement. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding others, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality • Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging/Whatsapp & calls, misuse of technology, pupils and parents/carers making negative comments about staff and the school on social media such as Twitter or Facebook.

Westover Primary School will deal with bullying by:

- Making sure that, in line with the Behaviour Policy, we promote the school's agreed values: Kindness, Creativity, Resilience and Resourcefulness.
- Making sure that, in line with the Behaviour Policy, we promote the school's agreed rules: Be Ready, Be Safe, Be Respectful.

- Ensuring that the whole school understands what bullying means, what a victim is, what bullying behaviour is, and what a bystander is
- Making clear that a zero tolerance approach to bullying is in place in school
- Encouraging pupils to report incidents without feeling they are telling tales
- Stressing the role of the bystander – the person who can intervene and help the situation.

We encourage the bystander to get involved as opposed to watching and colluding with any bullying they witness

- Taking incidents seriously, investigating and if necessary, acting upon them quickly and fairly
- Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom
- Rewarding positive behaviour and relationships as outlined in our behaviour policy
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through key stage assemblies and PSHE teaching.
- Developing a child's resilience through a PSHE and Relationships curriculum. This may involve exploring feelings through role play and viewing bullying situations from both sides.
- Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks

Reporting bullying:

All members of the Westover Primary School community have a duty and responsibility to report bullying, whether they witness it, know of it or suffer from it. Bullying concerns should be reported to school staff in the first instance.

There are a number of ways bullying can be reported:

- Classmates are expected to report concerns their peers raise with them to a member of staff.
- Concerns can be passed onto any member of staff. All members of staff have a duty of care to ensure the anti-bullying policy is adhered to when a report is made.

When dealing with bullying, staff will:

- Log all incidents on CPOMs
- Discuss the pupil conduct in line with the school values and Behaviour policy
- Respond sensitively
- Investigate the incident ensuring any bullying has stopped
- In the first instance meet with the victims and bullies individually, using restorative language as a way of facilitating the conversation
- If appropriate, facilitate a restorative meeting between the victim and bully as an opportunity for the bully to understand how their actions have affected the life of the victim
- Contact the parents of both the victim and bully to discuss the problem where serious accusations or repeat accusations have been made
- In more serious cases, or if a pupil is repeatedly bullying, involve members of the Senior Leadership Team including designated safeguarding leaders who will support the investigation and actions that need to follow.
- Where appropriate liaise with members of the pastoral support (ELSA) to consider the options available to support the victim and/or the bully.

Consequences of Bullying:

Westover Primary School's pastoral team (ELSA, Senior Leaders) are available to ensure the victim is supported in rebuilding their confidence. Support for the bully may include anger management, circle of friends, liaising with parents or referrals to outside agencies.

Punishing bullies does not end bullying. At Westover Primary School, we emphasise that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable. The bully will be encouraged to understand how their actions have caused distress and anxiety.

Bullies are to be sanctioned in line with the school's behaviour policy; this may involve the following:

sanctions: verbal rule reminder, time with the class teacher/wider school staff to consider the school values, loss of play/lunchtime/s, senior leader involvement, internal isolation, fixed or permanent exclusion (at the discretion of the Headteacher).

We will ensure all actions are fully communicated to the relevant parties and recorded using school record-keeping procedures.

Links:

Westover Primary School's Anti-Bullying policy supports other pastoral policies such as our Behaviour policy and Safeguarding & Child Protection policy.

- www.bullying.co.uk www.bbc.co.uk/education/archive/bully www.childline.co.uk
- www.antibullying.net www.kidscape.org.uk
- www.ceop.gov.uk/ www.bullybusters.org.uk/
- www.cybersmile.org

You may find the following telephone numbers useful:

- Advisory Centre for Education (ACE) 300 123 1100 (8am-8pm Monday to Friday and

9am-1pm Saturday)

- Children's Legal Centre 0845 345 4345 #
- Parent's Helpline: 020 7823 5430 (Mon-Tues 10-5pm Bullying UK-(part of Family Lives):

0808 800 2222

- Youth Access: 020 8772 9900
- Child Helpline: 0800 1111
- Bully Busters: 0800 169 6928
- Shout: Text Shout to 85258