

WHITEHEATH JUNIOR SCHOOL



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Opportunity, Confidence & Growth

ANTI-BULLYING POLICY

Written by HT/DHT in consultation with all staff	Approved by the Governing Body	To be reviewed
Spring 2026	Spring 2026	Spring 2027

Statement of Intent

Whiteheath Junior School promotes values which reject bullying behaviour and promote co-operative behaviour. Tackling bullying matters.

We are committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded in the behaviour books. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

This should be read alongside our policies on Behaviour, Behaviour Curriculum, Teaching and Learning, Special Educational Needs and Disabilities and Safeguarding and Child Protection. The policy has been devised following advice from the Anti-Bullying Alliance.

Bullying is wrong and can greatly affect children. We therefore do all we can do to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

Definition of Bullying

Bullying is the use of aggression with the intention of hurting another person on more than one occasion. Bullying is REPEATED and INTENTIONAL. We teach our children to use the word STOP (SEVERAL TIMES ON PURPOSE) to help them understand what bullying is. Bullying results in pain and distress to the victim. Bullying can be:

Emotional being unfriendly, excluding, 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

Online any form of bullying which takes place online or through smartphones and tablets, e.g. social networking sites, messaging apps, gaming sites and chat rooms

Extortion – demanding money/good with threats

Misuse of associated technology, i.e. camera and video facilities

Homophobic or biphobic - bullying because of sexuality or perceived sexuality

Transphobic – because of gender identity or perceived gender identity

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

1. is frightened of walking to or from school
2. doesn't want to go on the school / public bus
3. begs to be driven to school
4. changes their usual routine
5. is unwilling to go to school (school phobic)
6. begins to truant
7. becomes withdrawn anxious, or lacking in confidence
8. starts stammering
9. attempts or threatens suicide or runs away
10. cries themselves to sleep at night or has nightmares
11. feels ill in the morning
12. begins to do poorly in school work
13. comes home with clothes torn or books damaged
14. has possessions which are damaged or " go missing"
15. asks for money or starts stealing money (to pay bully)
16. has unexplained cuts or bruises
17. comes home starving (lunch has been stolen)
18. becomes aggressive, disruptive or unreasonable
19. is bullying other children or siblings
20. stops eating
21. is frightened to say what's wrong
22. gives improbable excuses for any of the above
23. is afraid to use the internet or mobile phone
24. is nervous and jumpy when a cyber message is received

Child on Child Abuse

All staff should be aware that children can abuse other children (often referred to as child and child abuse) and that it can happen both inside and outside of school and online. It is important that all staff recognise the indicators and signs of child on child abuse and know how to identify it and respond to reports.

Child on child abuse can also involve sexualised behaviour, such as such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse. All staff should be aware that technology is a significant component in many safeguarding and wellbeing issues, and that children are at risk of online abuse, as well as face to face. All staff should be aware that children can abuse/bully their peers online.

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- ❖ Everybody has the right to be treated with respect.
- ❖ Everybody has the right to feel happy and safe.
- ❖ No-one deserves to be a target of bullying.
- ❖ Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBTQ+ pupils and those perceived to be LGBTQ+.

The Role of the School

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If staff become aware of any bullying taking place between members of class, we deal with the issue immediately. **This may involve support for the victim of the bullying from an appropriate adult. It will also involve mentoring and a sanction for the child who has carried out the bullying.**

Teachers take note of any actions they regard as bullying and this is reported to the Headteacher or another member of SLT. If a child is involved in bullying other children, parents will be invited into school to discuss the situation, with the class teacher and Headteacher or SLT member. In more extreme cases, for example where these initial discussions have been ineffective the Headteacher may contact external support agencies for support.

Teachers are responsible for supporting all children in their class and establishing a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Teachers are aware of the vulnerable (including Looked After Children) pupils and those from minority groups. Teachers should develop preventative strategies to ensure they deliver a curriculum that protects every child from bullying or racism.

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. Parents have a responsibility to support the school's procedures and to actively encourage their child to be a positive member of the school.

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

Strategies for the prevention of bullying

The first steps in stopping bullying from getting started should come from children themselves. This display of self-assertiveness should follow these general guidelines.

- Ignore name-calling or teasing. Is what is being said true? Of course not! Do not get upset or look upset. They have the problem. Not me. Walk way.
- Find an alternative group of friends to play with but do not involve any one else in any disagreement.
- Stand up to the bully with confidence. Ask for an explanation of their actions
'I don't think I have done anything wrong so will you please tell me why you are doing this and then please leave me alone? Thank you.

If a child feels that they are being bullied, then there are several procedures that they are encouraged to follow (not in order):

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Tell a Playground Pal or Young Leader
- Write your concern and post it in the class 'worry box'
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Ring Childline and follow the advice given

We also encourage our children to use the **HIGH 5** – a problem solving strategy that encourages child to think independently, be proactive and learn how to deal with issues appropriately.

The High 5 is based on the following 5 steps:

- 1) IGNORE
- 2) TALK FRIENDLY
- 3) WALK AWAY
- 4) TALK FIRMLY
- 5) REPORT

If the problem does not go away, then step 5 will be taken. This is when adults working in school are able to help or mediate. This occurs when the children involved are brought together and given the opportunity to speak about the problem. A solution is found, which is agreeable to everyone, it is recorded for any future reference, and then the matter is considered closed. If the problem persists, a more formal approach is taken.

In addition, we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE lessons, the school's Code of Conduct and Assembly Themes, Anti-bullying week and continued focus, Safer Internet Day, Worry Box. Children are also consulted through in-school pupil questionnaires.

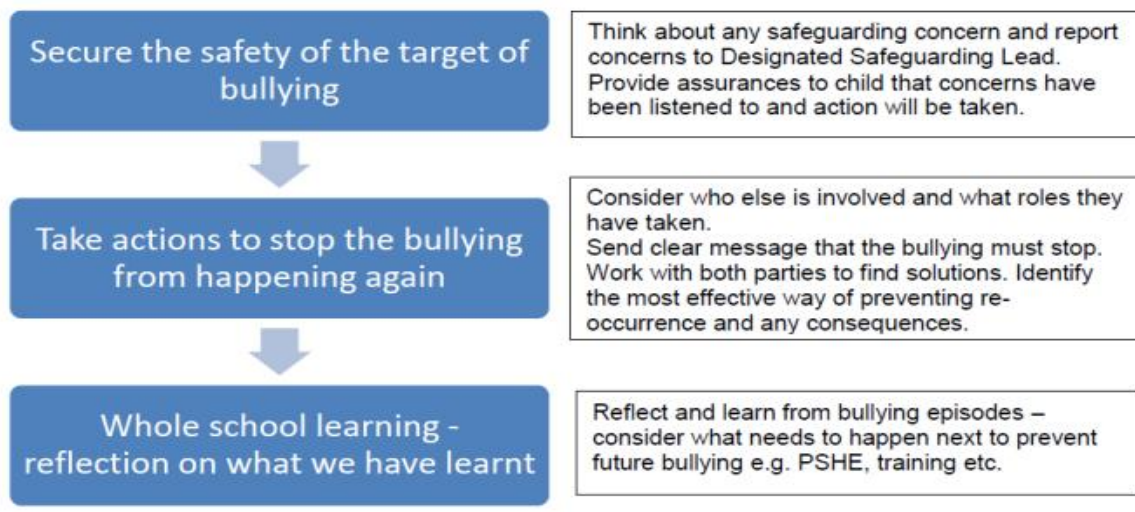
All staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss bullying; this will remind children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff are careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing. Staff are vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group. Staff reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

Procedures to deal with Incidents of Bullying

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff. Parents of the perpetrator may also be contacted to discuss the incident or about any concerns that they may be having.

The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding). Other consequences may take place, e.g a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (see Behaviour Policy). Wherever possible, the pupils will be reconciled.



In serious cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. eg police, counsellor, Early Help Assessment Team. In serious cases, (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices) support from behaviour outreach, counselling, reduced timetables, or even fixed suspension or permanent exclusion will be considered.

During and after the incident(s) have been investigated and dealt with, each case will be recorded and monitored to ensure repeated bullying does not take place.

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident. This includes incidents where staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

Who can help with bullying?

All the organisations listed below provide support and information to parents:

Family Lives is a charity that runs a free and confidential 24-hour helpline for parents. Call 0808 800 2222 to speak about any parenting issue, including bullying.
<https://www.familylives.org.uk/>

The Bullying UK website, which is part of Family Lives, has a dedicated area for parents.
<https://www.bullying.co.uk/advice-for-parents/>

Kidscape is an anti-bullying charity that runs assertiveness training courses for young people who've been bullied. There's extensive information for parents and carers on its website.

<https://www.kidscape.org.uk/advice/advice-for-parents-and-carers/>

The NSPCC website has information for parents on bullying and cyberbullying.
<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>

Childnet International is a charity promoting the safe use of the internet by children. Its website has a wealth of detail, including information about bullying for parents and carers.

<http://www.childnet.com/>

Contact a Family provides advice, information and support to the parents of all disabled children throughout the UK. It also runs a free helpline (0808 808 3555).

<https://contact.org.uk/>

Help from health services

Children can feel the impact of bullying even once it's ended. If they continue to feel anxious or low and it's stopping them getting on with day-to-day life, it may be time to ask for further help. You can speak to your GP or the school nurse about the problem.