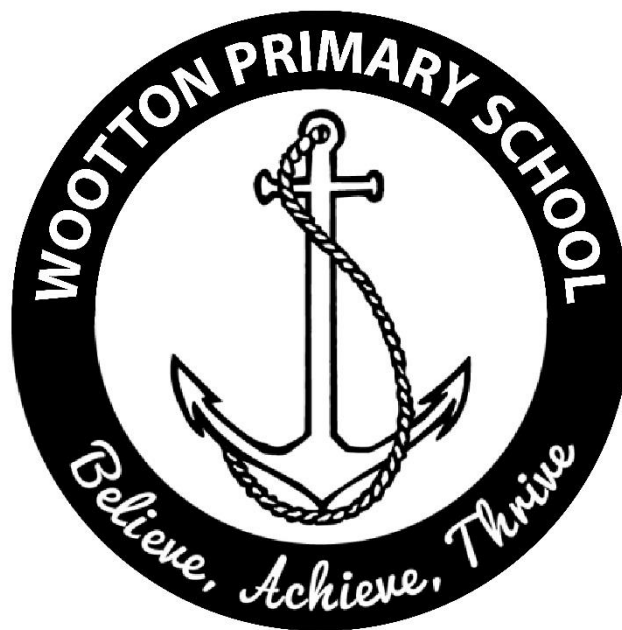


Wootton Primary School



Anti-Bullying Policy

Date Approved	Body	Review Date
September 2026	Local Governing Body	September 2027



CHILTERN
LEARNING
TRUST

Title: Anti-Bullying Policy

Aims and objectives:

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils and staff. We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment. The school aims to:

- Do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable.
- Produce a safe and secure environment where all can learn and work without anxiety.
- Produce a consistent school response to any bullying incidents that may occur at both pupil and staff level.

Policy Into Practice:

At Wootton Primary School, we are aware that pupils and adults may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils and staff.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimization and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Wootton Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children's Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their safeguarding team.

This policy is closely linked with the following policies and procedures:

- Behaviour Policy
- Child Protection Policy
- Confidentiality Policy
- Our School Code of Conduct
- Our Disciplinary Procedures for School Based Staff
- School's Vision, Aims and Values

Principles

It is the responsibility of the Local Governing Body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

The four guiding principles of the Early Years Foundation Stage underpin our Anti-Bullying Policy from the moment a pupil enters our school, and throughout their time at Wootton Primary School. They are:

- Every pupil is a unique pupil, who is constantly learning and can be resilient, capable, confident and self-assured;
- Pupils learn to be strong and independent through positive relationships;
- Pupils learn and develop well in enabling environments, in which their experiences respond to their individual needs and there is a strong partnership between practitioners and parents and/or carers
- Pupils develop and learn in different ways and at different rates including pupils with special educational needs and disabilities.

Bullying Definition

At Wootton Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We agree that:

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally;
- Bullying usually happens when the relationship is imbalanced;
- It could be prejudiced-based or discriminatory

We define bullying as repeated and sustained action taken by one or more people with the deliberate intention of hurting another person either physically, verbally or emotionally. This includes forms of bullying through media or technology.

Types of Bullying

Cyber-Bullying

The rapid development of, and widespread access to technology has provided a medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Racist and Xenophobic Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that makes the person feel unwelcome, marginalized and excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status. Racist incidents will always be reported to parents and recorded and reported to Bedford Borough Local Authority.

Discrimination on the basis of gender, sex or orientation

This occurs when bullying is motivated by a prejudice against a person's gender, sex or orientation.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian or bisexual

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why they are unhappy, high levels of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying week' is held to further raise awareness.

E-safety is an important part of the curriculum and information for parents is included in newsletters and on the school's website. E-safety workshops are held to raise parents' awareness of cyberbullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Procedures

The Head Teacher ensures all staff and pupils are aware of the school's anti-bullying ethos and keeps a record of all incidents of bullying. The Head Teacher can take any serious incidents to the Local Governing Body if they see fit. The Head Teacher ensures staff receive sufficient training in anti-bullying procedures. All bullying incidences are provided to Bedford Borough and Chiltern Learning Trust on a termly basis. Teachers intervene in incidents of bullying and keep records of any incidents. These are logged on CPOMS (our electronic recording safeguarding system) and categorized under the 'bullying' category. They are then shared with the Designated Safeguarding Lead and Deputy Designated Safeguarding Leads. Parents support the school's anti-bullying policy by actively encouraging their child to be positive members of the school.

Procedures when bullying is reported between pupils are:

- Deal with the issue immediately by finding out who is involved and if there were witnesses to the incident
- Establish if it is an incident of bullying, if so, take a record of the incident and inform the Head Teacher
- Talk with the 'victim' about strategies for dealing with bullying and talk to the bully about the feelings of others and why their actions were wrong
- Decide on a sanction for bullying and explain why it is being given
- Inform other members of staff so they can maintain vigilance for other incidences
- If appropriate the Head Teacher will inform both sets of parents about the incident(s)
- If appropriate the Head Teacher will inform the Local Governing Body and if appropriate may contact external support agencies.

Procedures when bullying is reported between adults are:

- Any incidents of staff bullying should be reported to the Head Teacher. If this is not appropriate, then the Chair of Governors should be informed.
- The Head Teacher will inform HR and take advice.
- Where considered appropriate, any accusations of bullying will be investigated in accordance with the Disciplinary Procedures for School Based Staff (Conduct).

Monitoring and Review:

The Local Governing Body and Head Teacher is responsible for reviewing the effectiveness of the school policy and will monitor any incidences of bullying and outcomes. This policy will be monitored annually by the Local Governing Body.