



Westbrook Old Hall
PRIMARY SCHOOL

ANTI-BULLYING POLICY

WESTBROOK OLD HALL PRIMARY

SCHOOL

Autumn 2023



Westbrook Old Hall PRIMARY SCHOOL

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, severely and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. Bullying is usually persistent and is recurring behaviour. It is **not** a one-off incident. Bullying is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

Bullying can be, but not limited to:

- Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Racist: racial taunts, graffiti, gestures
- Sexual: Unwanted physical contact or sexually abusive comments
- Homophobic: because of or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable.
- Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying.
Everybody has the right to be treated with respect.
Students who are bullying need to learn different ways of behaving.



Westbrook Old Hall **PRIMARY SCHOOL**

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the school's policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated at Westbrook Old Hall Primary School

Staff Responsibilities

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to SLT as appropriate
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied.

All adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from their school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- is unwilling to go to school
- becomes withdrawn or anxious
- changes in behaviours



Westbrook Old Hall PRIMARY SCHOOL

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Children will immediately be placed on Step 5 on the Steps in Behaviour, which means that there will be intervention from the Deputy Head or the Assistant Head; a possible loss of all 'Golden Time' for that week, loss of playtimes or similar; parents/carers being called to discuss behaviour and to meet to agree on the plan.
2. Incidents will be recorded by staff on CPOMs.
3. If necessary and appropriate, police will be consulted.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. An attempt will be made to help the bully (bullies) change their behaviour
6. 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.
7. An annual 'Anti-bullying Week' is held to further raise awareness.
8. E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website.
9. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied

Responding to Bullying

- All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff.
- In any case of alleged bullying, either the class teacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.
- If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together.
- The consequences of their actions on the victim(s) should fully explained to the perpetrator(s).
- Both parties should be clear that a repeat of these behaviours will not be acceptable.
- All bullying incidents must be recorded on CPOMs.
- Parents of both parties will be informed.
- If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and



Westbrook Old Hall PRIMARY SCHOOL

boundaries which would be shared with the pupils involved and a behaviour plan implemented.

- Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary.
- Any necessary action should be taken until the bullying has stopped.

Listening to children

It is important that children are and feel that they are listened to when discussing or disclosing any potential incidents of bullying.

- Listen to the child.
- Take them seriously.
- Show empathy.
- Let the child know it's not their fault.
- Avoid stereotypes.
- Reassure them they were right to tell you.
- Follow our procedures for reporting concerns.
- Remember that bullying can have a huge negative impact on children – in the short and long term.
- Be on the lookout for signs of bullying and be aware of who might be more vulnerable.
- Report any concerns you have.
- Take prejudice-based bullying seriously and listen to children affected by it.

To be reviewed:
Autumn 2025.