



**Wells Primary School**  
**Anti-Bullying Policy**

Signed \_\_\_\_\_

Date: \_\_\_\_\_

Chair of Teaching and Learning Committee

**Last Reviewed May 2025**

## **Wells Primary School Anti- Bullying policy**

At Wells Primary School we define bullying as follows:

***Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves. Bullying is unacceptable and results in worry, fear, pain and distress to the victim/s.***

At Wells Primary School we are committed to providing a safe, nurturing environment for all our children so that they enjoy a successful and happy education. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously and understand the damaging effect it can have on victims and perpetrators. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Wells Primary School, we acknowledge that incidences of bullying, although rare, can occur – indeed, it would be unrealistic to claim that bullying never happens. However, the whole school community is committed to a zero-tolerance policy so that incidents are dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

### **Aims of this Policy**

The aim of this policy is:

- to help create a safe, nurturing environment in which all pupils can learn, play and express themselves, free from the fear of being bullied;
- to try to actively prevent any behaviour deemed as bullying;
- to create an ethos where bullying of any kind is regarded as unacceptable;
- to make clear to all members of the school community (including pupils, staff, parents and governors) their responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy;
- to ensure there is a quick, efficient and consistent response to any bullying incidents.

The school has a commitment to ensure that all pupils stay safe in accordance with the following policies and legal requirements: The Children Act 1989, The SEND Code of Practice 2014, The Children Act 2004; The Children's and Families Act 2014; The Special Educational Needs and Disability regulations 2014; the Equality Act 2010; Working Together to Safeguard Children 2018 (last updated 1<sup>st</sup> July 2022); Keeping Children Safe in Education 2023.

### **Bullying can take on different forms:**

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Verbal:** name-calling, spreading rumours, threats, teasing, making rude remarks, ridiculing, humiliation, whispering, sarcasm.
- **Physical:** pushing, kicking, hitting, pinching, throwing stones, biting, spitting, using weapons, punching or any other forms of violence, taking or hiding someone's things.
- **Racist:** racial taunts, graffiti, gestures, making fun of culture and religion.
- **Sexual:** unwanted physical contact or sexually abusive or sexist comments.
- **Homophobic, biphobic or transphobic:** because of/or focusing on the issue of sexuality.
- **Online/cyber:** setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
- **Disability-related:** any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.
- **Intimidation:** using threats or actions to frighten or control someone emotionally.
- **Manipulation:** using guilt or other emotional tactics to control or influence someone's feelings or behaviour.
- **Exclusion /Isolation:** deliberately excluding someone from group activities, conversations or social events.

### **Identifying what constitutes bullying**

It is important that all members of the community recognise that there are times when children fall out, have arguments, call each other a name or play a trick or joke that isn't received as such. When one-off incidences of this type occur, it is not usually classed as bullying. It is bullying, however, if it is done several times on purpose, knowing that it is causing upset, or when the perpetrator has already been told to stop. Children sometimes fall out or say things because they are upset. It is an important part of children's development to learn how to deal with friendship breakdowns. However, it is essential that all children learn to recognise when they or someone else is being bullied and to develop social skills to make amends.

### **Where does bullying happen?**

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground etc. Bullying may also happen on the way to and from school or at home. At Wells Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. Sometimes we will need to work with our community police officers to help address matters.

## **Signs of bullying**

Bullying can be difficult to identify because it can be subtle, covert and rarely witnessed by adults. However a child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- becomes withdrawn, anxious or lacking in confidence
- becomes angry and has temper flare ups
- starts stammering, nail biting, bedwetting or developing tics
- cries him/herself to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn, books damaged, or possessions missing
- asks for money or starts stealing money
- has unexplained cuts or bruises
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above.

These signs and behaviours could be indicators of other problems, but bullying should be considered as a possibility and should be taken seriously and investigated as soon as possible.

## **What we encourage children to do if they feel that they are being bullied?**

At Wells we try to promote a culture of sharing concerns with an adult so that problems can be dealt with immediately. We remind children regularly of the adults they can share concerns with at any time. If a child is unhappy about the way they are being treated by someone and feels unable to tell that person, we encourage them to

- **Tell** someone that they can trust straight away – it can be a teacher, a teaching assistant, a member of the lunchtime team, a parent/carer, a friend, or a relative.

**The message to children is:**

**If you feel that you are being bullied:**

**TELL** a teacher or another adult in school;

**TELL** your family;

**TELL** a friend if you are scared to tell someone by yourself;

**TELL** people until someone listens;

**DON'T** blame yourself for what has happened.

## **What we encourage other children to do if they feel that someone is being bullied?**

- Take action. Watching and doing nothing looks as if they are on the side of the bully.
- **Tell** an adult immediately. Teachers will deal with the issue.
- Let the perpetrator know that their behaviour is unacceptable (if they feel able to do so).

## **Strategies for dealing with bullying**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. If bullying is suspected/reported:

- The Head teacher/Deputy Head teacher/ member of the Senior Management Team will be informed.
- A member of staff will be nominated to carry out an initial investigation.
- The member of staff will talk to and listen to the suspected victim, and any witnesses, making sure that the children feel safe to talk.
- The member of staff will talk to the perpetrator about what has happened, to discover why they became involved. They will make it clear that bullying is not tolerated at Wells Primary School.
- The problem will be identified and possible solutions agreed.
- Sanctions from the school behaviour policy will be applied.
- Parents will be informed on all matters identified as bullying.
- If the situation is not resolved, then the Head teacher, working with the Special Educational Needs Coordinator (SENDCo) where relevant, will intervene and a behaviour plan may be written.
- All incidents of bullying will be recorded on CPOMS (Child Protection Online Monitoring and Safeguarding System).

## **Action to be taken to support the victim:**

- Environmental changes will be made if necessary – classroom, playground to ensure that the child feels more secure.
- Staff must communicate with other staff and record, where relevant, any incidents or concerns.
- The situation will continue to be monitored by all staff to ensure no repetition of events. Children will be observed at break times, lunchtimes and in the classroom. Any follow-up findings will be recorded.
- Key friends identified by the child will be asked to provide extra support.
- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.

- Parents/carers will be invited into school so that action taken can be shared.
- The SENDCo and the class teacher will work together to assess whether the child needs support.

### **Action to be taken to support the perpetrator:**

Type and method of support will depend on individual needs, age and maturity of the child.

- It may be suggested that the children involved meet with the support of their class teachers.
- It will be made clear to the child that their behaviour is unacceptable because of the effect that it is having on the other child.
- Underlying reasons behind the inappropriate behaviour may be explored.
- The child will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour.
- Sanctions for behaviour may include the removal of breaks or lunchtimes. In some cases the school's Exclusion Policy may be implemented. Parents will be informed which sanctions will be used.
- Following the implementation of a behaviour plan, if the behaviour persists, then outside agency support may be requested to address the needs of the child, with the permission of parents /carers

### **Role of Parents/Carers**

Parents/carers have an important part to play in our anti-bullying policy. We ask them to:

- Report any unusual behaviour in their children to the school – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an interest in their child's education. Enquire how their day has gone, who they have spent their time with, etc.
- Refrain from approaching another child or a child's parents if they suspect a child of bullying; instead, inform the school immediately.
- Reassure their child that bullying is unacceptable.
- Reinforce the school's policy concerning bullying and make sure that their child is not afraid to ask for help.

### **Role of Senior Leadership Team**

It is the responsibility of the Senior ~~Management~~ Leadership Team to:

- Ensure that the anti-bullying policy is implemented in school and shared with all stakeholders.
- Promote an anti-bullying culture in various ways e.g. through the curriculum, assemblies, arranging 'anti-bullying' visitors to the school such as the NSPCC, the local community police officers, visiting drama groups, friendship groups etc.
- Report to the Governing Body as appropriate on any issues related to bullying.

- Promote equality and celebration of diversity.
- Investigate thoroughly where there are concerns about bullying.
- Keep accurate records.
- Support less experienced staff in dealing with behavioural and bullying incidents.
- Meet with parents/carers as necessary to support the anti-bullying culture of the school.
- Monitor the nature and number of incidents to identify any trends.

## **Role of Governors**

### **The Governing Body will**

- Support the head teacher to eliminate bullying from Wells Primary School.
- Monitor the incidents of bullying that occur and review the effectiveness of this policy.

### **Staff procedures for reporting and responding to bullying incidents**

All staff will respond calmly and consistently to all allegations and incidents of bullying at Wells Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- Report all bullying allegations and incidents to staff.
- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s).
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Staff will attempt to adopt a problem-solving approach which will move children on.
- Appropriate action will be taken quickly to end the bullying behaviour.
- Staff will reinforce to the perpetrator/s that their behaviour is unacceptable.
- The perpetrator/s may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied in line with the School Behaviour Policy.
- If possible, the pupils will be reconciled.
- Help will be available to support the perpetrator/s understand and change behaviour.
- In serious cases, parents will be informed and will be invited to come into school for a meeting to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- All incidences of bullying will be recorded on CPOMS and actions recorded.
- Bullying incidents will be reviewed by senior members of staff.
- If necessary and appropriate, Social Services or the police will be consulted.

Where bullying has been identified, the Senior Management Team will decide upon appropriate sanctions in line with the School Behaviour Policy. These may include loss of privileges; loss of playtimes; removal from class to work in isolation or within another class;

withdrawal from after-school activities and clubs. In very serious cases or where there are repeated incidents of bullying, the Exclusion Policy may be applied.

### **Related School Policies**

Anti-bullying Policy

Exclusions Policy

Positive Handling Policy

SEND Policy

Equalities Policy

Child Protection Policy

Accessibility Plan

Health and Safety Policy