# ANTI-BULLYING POLICY

# WORMHOLT PARK PRIMARY SCHOOL

***Article***
*Every child has the right to be protected from all forms of harm.*

| | |
|---|---|
| DATE | AUTUMN 2023 |
| REVIEWED: | AUTUMN 2026 |
| NEXT REVIEW DATE: | AUTUMN 2027 |

# Anti-Bullying Policy for a Rights Respecting Primary School

## Introduction

As a Rights Respecting School, we are committed to creating a safe, inclusive, and respectful environment where all members of our school community feel valued and protected. This policy aligns with the principles of the UN Convention on the Rights of the Child (UNCRC), particularly Article 19: *Children have the right to be protected from all forms of harm*.

We are aware that pupils 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.

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

- Eliminates unlawful discrimination, harassment, victimisation 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.

Bullying is not tolerated in any form. This policy outlines our shared responsibilities and approaches to prevent and address bullying.

---

## Definition of Bullying

Bullying is intentional, repetitive, or persistent behaviour that causes harm, fear, or distress to another person. It can take various forms, including:

- **Physical:** Hitting, pushing, or other physical aggression.
- **Verbal:** Name-calling, teasing, or using threatening language.
- **Emotional:** Exclusion, spreading rumours, or manipulating friendships.
- **Cyberbullying:** Online harassment, including messages, images, or social media actions.
- **Prejudicial:** Bullying based on race, religion, gender, ability, or other differences.

---

## Aims

1. Promote respect, kindness, and understanding within the school community.
2. Empower children to speak out against bullying.
3. Foster a culture of inclusion, recognising and valuing diversity.

4. Ensure effective measures are in place to prevent and address bullying.

---

## Our Rights Respecting Approach

- **Article 2:** All children have the right to be protected from discrimination.
- **Article 12:** Children have the right to be heard in decisions affecting them.
- **Article 28:** Every child has the right to an education in a safe environment.
- **Article 29:** Education must develop respect for others and prepare children to live in a peaceful society.

---

## Prevention Strategies

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.

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

Staff are trained to recognise and address bullying effectively.

---

## Reporting and Responding to Bullying

### 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

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. Parents of both parties should 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 boundaries which would be shared with the pupils involved. 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.

---

**Monitoring and Review**

- Incidents of bullying will be monitored and analysed to identify patterns or concerns.
- The policy will be reviewed annually with input from children, staff, and parents to ensure it remains effective and reflective of our Rights Respecting ethos.

---

**Key Contacts**

- **Designated Safeguarding Lead (DSL):** Nadia Osta
- **Headteacher:** Anika Hargie

---

By working together, we can ensure that every child enjoys their right to a safe, respectful, and supportive learning environment.

*This policy reflects our commitment to the UNCRC and our shared responsibility to protect and respect the rights of every child.*