

# Whitehill Junior School



## Anti-Bullying Policy

(To be read in conjunction with the  
School's Behaviour Policy)

**Date for Review: March 2026**

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Dr Wendie Ray **Chair of Governors**

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Mr Steve Mills **Headteacher**

Dated

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At Whitehill Junior School we have high expectations of behaviour. Behaviour that falls below our expectations will be challenged. Bullying will not be tolerated. Pupils and parents should be assured that they will be supported when bullying is reported. We aim to work together to ensure that school is a safe place for everyone. .

## What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, bullying at Whitehill Junior School is considered to be:

*deliberately hurtful behaviour which occurs **several times on purpose** (S.T.O.P.)*

Bullying can be:

|                                    |  |
|------------------------------------|--|
| <b>Emotional</b>                   | Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)  |
| <b>Homophobic</b>                  | Because of, or focussing on, the issue of sexuality  |
| <b>Direct or Indirect Verbal</b>   | Name-calling, sarcasm, spreading rumours, teasing  |
| <b>Use of Digital Technologies</b> | For example, misuse of mobile phones, social media, gaming platforms, chat forums and messaging apps to hurt, threaten or abuse. |

Bullying may be related to:

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying

Bullying can take place anywhere; this might include the classroom, playground, toilets, on the journey to and from school, on residential trips, cyberspace and in the home.

## Signs of Bullying

Certain behaviours or signs *might* be an indication that a child is being bullied:

- Reluctance to attend school (e.g. feels ill in the mornings)
- Increased anxiety (e.g. loss of appetite)
- Atypical behaviours (e.g. withdrawn, short-tempered)
- Self-harm
- Change in standard of work
- Displaying bullying behaviours themselves

Clearly these signs and behaviours could be due to a variety of other causes.

Some of the ways we help to prevent bullying at Whitehill Junior School are by embedding a Core Purpose that has friendliness and consideration as fundamental values, allocating positions of responsibility to pupils and explicitly teaching pupils about acceptable behaviour and how to respond when behaviour is not

acceptable. Staff reinforce a general message that children do not have to be friends with everyone else but they must be friendly and respectful to all.

### **What can Children Do?**

If a child feels that they are being bullied, they are encouraged, in no particular order to Start Telling Other People (STOP):

- Consider their 'network hand' (as encouraged through our protective behaviours work)
- Tell a friend
- Tell a Wellbeing Warrior or Mighty Mediator
- Tell a member of the Junior Leadership Team
- Tell a teacher or adult whom they feel they can trust
- Tell a parent or adult at home whom they feel they can trust
- Discuss it as part of their RSHE lesson
- Use the Whitehill Worry Box
- Ring Childline and follow the advice given (Pupils have biennial input from NSPCC)

Children may not be aware or find it hard to articulate that they are being bullied. They may be too young or have other vulnerabilities such as Special Educational Needs that create a communication barrier. Staff will take a proactive role in addressing any behaviour that is, or could lead to, bullying.

As part of our Relationships Education Curriculum children learn to understand, respect and celebrate the many ways in which we are all different.

### **What Can You Do?**

In the first instance, you should discuss your concerns with the class teacher either in person or via email. Encourage your child to be open with you.

Do not attempt to sort the problem out yourself by speaking to the other child(ren) whom you think may be involved or by speaking to their parents. Equally, you should not encourage your child to bully back. Both of these will only make the problem much harder to solve.

In essence, pupils at Whitehill are taught:

Several Times On Purpose (STOP)

Start Telling Other People (STOP)

### **What Will We Do?**

1. If bullying is suspected, it will be investigated by the class teacher or a senior member of staff.
2. If it is established that bullying has taken place, parents (of the bully and victim) will be informed.
3. A consequence will be decided by a member of the SLT.
  - In some cases, outside agencies may be requested to support the school or family in dealing with bullying e.g. police, counsellor, Family Support Worker, etc.
  - In serious cases, fixed-term suspension or even permanent exclusion will be considered.
4. If possible, the pupils will be reconciled.
5. After the incident / incidents have been investigated and dealt with, each case will be recorded by the Headteacher and monitored to ensure repeated bullying does not take place.

**Helpful Organisations:**

Childline

0800 1111

Advisory Centre for Education (ACE)

0300 0115142

Children's Legal Centre

0845 345 4345

Parentline Plus

0808 800 2222

Family Lives

[www.familylives.org.uk](http://www.familylives.org.uk)