

Whitehill Junior School



Anti-Bullying Policy

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

Date for Review: Sept 2026 (to align with the Relationships and Behaviour Policy)

Mrs Emma Dorrell **Chair of Governors**

Dated

Mr Steve Mills **Headteacher**

Dated

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 defined in the school’s Positive Relationships and Behaviour Policy as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. (Anti-bullying Alliance definition of bullying).

Based on this definition, bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

At Whitehill Junior School, we use the acronym **STOP – Several Times On Purpose – and STOP – Start Telling Other People**

Bullying can include but is not limited to:

TYPE OF BULLYING	FOR EXAMPLE
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another’s belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexually explicit	Sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Harassment	Unwanted behaviour which an individual finds offensive or which makes them feel intimidated or humiliated

Whitehill Junior School's approach to preventing and addressing bullying is set out below:

Whitehill Junior School community recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create safe, disciplined environment, where pupils are able to learn and fulfil their potential.

Our Community:

- understands and promotes Whitehill Junior School as a 'Telling' school
- monitors and reviews our behaviour and anti-bullying policy and practice on a regular basis
- supports staff to promote positive relationships, to help prevent bullying
- recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required
- will intervene by identifying and tackling bullying behaviour appropriately and promptly
- ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy
- reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints
- seeks to learn from good anti-bullying practice elsewhere
- utilises support from the Local Authority and other relevant organisations when appropriate.

4.1 Responding to bullying

As a Telling school, children are encouraged to always tell an adult if they are upset in any way, so that we can act and support students immediately. The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the member of staff who has been approached or witnessed the concern will inform a member of the Senior Leadership Team to follow up.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- A member of leadership staff will interview all parties involved.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Consequences (as identified within the school behaviour policy, section 7.6) and support for all individuals will be implemented, in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's services (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours whilst pupils are representing the school, (including cyberbullying), the school will endeavour to investigate. Appropriate action may be taken, including providing support and implementing consequences in school in accordance with the policy.

- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
- Further monitoring and checking in will continue.

4.2 Supporting pupils

Pupils who have been bullied will be supported by:

- reassuring the pupil and providing continuous support
- offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice
- discussing how to respond to concerns and build resilience as appropriate
- working towards restoring self-esteem and confidence
- ongoing support; this may include: working and speaking with staff, offering mentoring or other pastoral support, engaging with parents and carers
- where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have been responsible for the bullying will be helped by:

- discussing what happened, establishing the concern and the need to change
- informing parents/carers to help change the attitude and behaviour of the child
- providing appropriate education and support regarding their behaviour or actions
- if online, requesting that content be removed and, if necessary, reported to the service provider
- issuing consequences in line with policy
- ongoing support; this may include: working and speaking with staff, offering mentoring or other pastoral support, engaging with parents and carers
- where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

4.3 Preventing bullying

The whole school community will:

- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all
- recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse)
- openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also, children with different family situations, such as looked after children or those with caring responsibilities
- challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others
- be encouraged to use technology, especially mobile phones and social media positively and responsibly
- work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying
- actively create “safe spaces” for vulnerable children and young people
- celebrate success and achievements to promote and build a positive school ethos.

4.4 Education and Training

The school will:

- train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and poor behaviour and take appropriate action, following the school's policy and procedures (including recording and reporting incidents)
- consider a range of opportunities and approaches for addressing bullying and poor behaviour throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school council, etc.
- provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

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