Policy Title	**ANTI BULLYING POLICY**
Committee responsible	Ethos & Curriculum committee
Last reviewed	June 2026
Next review due	June 2027
Who is governed by this policy	All staff and pupils at the school
Available on website	**YES**

ANTI-BULLYING POLICY

Rationale

Bullying affects everyone, not just the victims and the bullies. It also affects those children who watch; parents, staff and friends. Bullying is not an 'inevitable part of school life' or a 'necessary part of growing up' and it rarely 'sorts itself out'. No one person or group, whether pupil or staff should have to accept bullying.

At Warnham CE Primary School we accept the following statements on bullying:

- Bullying exists in our society
- Bullying will not be tolerated and action will be taken whenever bullying is identified
- One of the defining features of bullying is its persistence

The following three elements will often be present in any definition of bullying:

- An unequal power relationship between bully and victim
- The deliberate use of aggression (verbal or physical)
- The causing of physical pain or emotional distress

What is bullying?

a. **Physical** – Examples can include being punched, kicked, hit, spat at etc.

b. **Verbal** – Abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical / social disability, or personality etc.

c. **Cyber** – Through social media, texting etc.

d. **Indirect** – A person being bullied can be excluded from social groups / activities.

e. **Damage to property or theft** – A person may have their property damaged or stolen. Physical threats may be used by the bully in order that property is handed over.

At Warnham CE Primary School bullying will be dealt with openly. Silence and secrecy nurture a culture of bullying. Attitudes within the school can be a major factor in preventing bullying.

We ensure that everybody is treated with respect and that our Christian aims and character of our school are embedded into how all behavioural issues are dealt with.

All adults will:

- Set an example of good relationships
- Have the ability to be assertive if required within the situation
- Be alert to the signs of bullying and act firmly and promptly against it in accordance with school policy
- Demonstrate caring, empathetic and respectful attitudes
- Be fair

In addition we believe it is the premeditated, deliberate or **recurring** aspect that separates bullying from the simple playground argument.

What can you do if you think you, or someone else, is being bullied?

- It is best to tell someone you trust straightaway.
- Tell yourself you do not deserve to be bullied, and that it is wrong.
- Fighting back may make matters worse.

We ask parents to:

- If you feel your child may be a victim of bullying behaviour, inform the school **immediately.** Your complaint will be taken seriously and the situation investigated.
- It is important to advise your child not to fight back. It can make matters worse.

The school will ensure that:

- If bullying is reported or suspected it will be dealt with **immediately** by the person approached.
- A clear account of the incident is recorded. (See attached form)
- All concerned will be spoken to.

Those involved will:

- Be supported and reassured that appropriate action will be taken.
- Be given the opportunity to speak to a member of staff.
- Be given care and support to overcome the problem immediately and in the future.
- Be given the opportunity to have a 'no blames meeting' with the Headteacher, a chosen buddy and the bully.

The bully will:

- Be encouraged to acknowledge and take responsibility for their actions and consider the victim's point of view and feelings, through a 'no blames meeting' if appropriate.
- Be supported in changing their behaviour.

The following steps may be taken:

- Behaviour warning and parents contacted
- Exclusion from playground during breaks
- Fixed period exclusion from school
- Permanent exclusion

The school and Governing Body will review this policy annually and assess its implementation and effectiveness and it will be actively promoted throughout the school.

Attached: Bullying Incident Report Form

Bullying Incident Report Form

To be completed by school personnel

Name of Pupil _____

Year Group _____ Date of incident _____

Incident reported to _____

Alleged bully / victim _____
(delete as necessary)

Details of incident:

Action taken:

Signed (member of staff) _____

Date _____