

Wootton Bassett Infants' School



Anti-bullying Policy

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Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are committed to preventing all forms of bullying and child-on-child abuse. Bullying is never acceptable and will not be tolerated. The school recognises that bullying can be a safeguarding concern and may constitute child-on-child abuse. All concerns will be taken seriously, investigated appropriately and managed in accordance with the school's safeguarding procedures.

This policy should be read alongside:

- Child Protection and Safeguarding Policy
- Behaviour Policy
- Online Safety Policy
- Equality Policy
- SEND Policy
- Staff Code of Conduct

This policy is informed by:

- Keeping Children Safe in Education 2026 (KCSIE)
- Equality Act 2010
- Children Act 1989 and 2004
- Working Together to Safeguard Children

KCSIE requires schools to have measures in place to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying, and to ensure staff understand safeguarding responsibilities.

Definition of Bullying

We use the definition provided by the Anti-Bullying Alliance:

"Bullying is 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."

Bullying is usually:

- Deliberate
- Repeated over time
- Intended to cause harm
- Characterised by an imbalance of power

Bullying differs from occasional disagreements, friendship difficulties or conflicts between children of equal power.

Bullying can be:

- Physical pushing, kicking, hitting, punching or any use of violence
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic This includes homophobic, biophobic and transphobic

Online Bullying (Cyberbullying)

- Hurtful messages
- Sharing images without permission
- Online exclusion
- Harassment through apps, games or social media

Although our pupils may have limited access to technology, online bullying concerns will still be addressed and supported. KCSIE recognises that abuse can occur both inside and outside school, including online.

Prejudice-Based and Discriminatory Bullying

The school will not tolerate bullying linked to:

- Race or ethnicity
- Religion or belief
- Disability
- SEND
- Gender
- Sexual orientation
- Gender identity
- Family circumstances
- Appearance
- Medical conditions

Discriminatory language and behaviour will always be challenged, recorded and addressed appropriately.

Child-on-Child Abuse

The school recognises that children can abuse other children.

Bullying may be a form of child-on-child abuse and can cause serious emotional, physical and psychological harm. Safeguarding concerns may include:

- Bullying and cyberbullying
- Prejudice-based bullying

- Online abuse
- Physical abuse
- Sexual harassment
- Sexual violence
- Coercive behaviour
- Hazing or initiation behaviours

All concerns will be assessed on a case-by-case basis and referred to the DSL where appropriate.

Signs and Symptoms

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Is frightened of walking to and from school
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels poorly in the morning
- Begins to do poorly in school work
- Comes home with torn clothes or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay a bully)
- Has unexplained cuts and bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Children at Increased Risk

The school recognises that some pupils may be more vulnerable to bullying.

Particular consideration will be given to:

- Children with SEND
- Children with medical conditions
- Looked-after children
- Previously looked-after children
- Young carers
- Children experiencing adversity or trauma

KCSIE notes that children with SEND may be more vulnerable to isolation, bullying and abuse and may face barriers to reporting concerns.

The school will make reasonable adjustments to ensure all pupils can access support and reporting systems.

Preventing Bullying

The school adopts a whole-school preventative approach.

Strategies include:

- Personal, Social and Health Education (PSHE)
- Relationships Education
- Online safety education
- Assemblies
- Circle time
- Celebration of diversity
- Promotion of kindness and respect
- Pupil voice activities
- Staff training

Safeguarding, respectful relationships and online safety are embedded throughout the curriculum.

Reporting Bullying

Pupils are encouraged to tell:

- Their class teacher
- A teaching assistant
- The DSL
- A trusted adult in school

Parents and carers can report concerns to:

- The class teacher
- The Headteacher
- The DSL

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in for a meeting to discuss the problem
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Responses may also include:

- Restorative conversations
- Behaviour support plans
- Increased supervision
- Pastoral support
- SEND support review
- Safeguarding intervention
- External agency involvement

Safeguarding Procedures

Bullying concerns will be considered through a safeguarding lens.

The DSL will assess whether:

- The incident constitutes child-on-child abuse.
- There are patterns of behaviour.
- There are wider welfare concerns.
- Additional support or intervention is required.
- Referrals should be made to external agencies.

Where there is evidence of significant harm, safeguarding procedures will take precedence over behaviour sanctions.

Recording and Monitoring

The school will:

- Maintain records of all bullying incidents.
- Record discriminatory incidents separately where required.
- Monitor patterns and trends.
- Review outcomes regularly.
- Report relevant information to governors.

Records may be stored within the school's safeguarding and behaviour recording systems.

Roles and Responsibilities

Governing Body

The Governing Body will:

- Monitor the effectiveness of this policy.
- Ensure compliance with safeguarding duties.
- Promote a culture of safety and inclusion.

Headteacher

The Headteacher will:

- Implement the policy.
- Ensure staff training.
- Monitor incidents and outcomes.
- Ensure effective safeguarding practice.

Designated Safeguarding Lead

The DSL will:

- Assess safeguarding concerns.
- Support staff.
- Liaise with external agencies.
- Monitor patterns of child-on-child abuse.

Staff

All staff will:

- Promote respectful behaviour.
- Challenge bullying immediately.
- Record concerns.
- Report safeguarding issues promptly.

KCSIE requires that all staff understand safeguarding systems and measures to prevent bullying, including cyberbullying and discriminatory bullying.

Working with Parents and Carers

The school values positive partnerships with parents and carers and will:

- Take all reports seriously.
- Communicate appropriately and promptly.
- Share actions taken.
- Work collaboratively to support children.

Wootton Bassett infants' School is committed to:

- Respecting each other.
- Embracing difference.
- Working together to eliminate bullying.