



ANTI-BULLYING POLICY

Autumn 2025

Approved by:	Headteacher / Governing Body	Date: Nov 2025
Reviewed & Updated:	NOVEMBER 2025	
Next review due:	Autumn Term 2026	



Anti-Bullying Policy

This document was formulated to meet the requirements of the Equality Act 2010.

The Governing Body recognises its legal responsibilities under the Equality Act 2010. This policy will ensure equality and fairness regardless of race, sex (gender), sexual orientation, religion or belief, gender re-assignment, pregnancy and maternity, marriage and civil partnership, disability or age.

BELIEVE * ACHIEVE * THRIVE

1. Our Vision and Values

At North Wheatley C of E Primary our vision and values are:

The journey through North Wheatley C of E Primary will give every member of the school community the courage and faith to: **'Believe, Achieve and Thrive'** to encourage them to **'be the best me that they can be'** so that they **'Shine as lights in the World'** - Philippians 2:15.

Christian Values are the heartbeat of our school.

Believe

Believe in yourself, your faith and others

Achieve

Achieve your goals, your dreams and your future

Thrive

Thrive through a love of yourself, your faith, your values, your love of learning

2. Introduction

At North Wheatley C of E Primary - in line with our values - we aim to provide a safe, caring and friendly environment which allows all our pupils to learn in an atmosphere which is focused on improving their life choices and helping them to maximise their potential. We expect our pupils to act safely and to feel safe, in and outside of school, and that they feel confident to seek support from school should they feel they or others are unsafe. This includes having an understanding of the issues relating to all forms of bullying. **We do not tolerate any forms of bullying and we are committed to preventing and tackling it.** We also want parents and carers to feel confident that their children are safe and cared for in school, and that incidents - if/when they do arise - are dealt with promptly and effectively.

We recognise that as children learn and grow together, they may experience fallouts with their peers, but we are committed to supporting our pupils to resolve these 'relational conflicts' and stop them from progressing to bullying behaviours. If an incident of bullying does occur, we believe our pupils, parents/carers and staff should feel confident in reporting it and know that that all incidents will be dealt with promptly and effectively. **Bullying will never be tolerated at our school.**

At North Wheatley C of E Primary, we encourage open discussions around differences between people, we actively challenge prejudice and we celebrate diversity. We adopt a contextual safeguarding, trauma-informed and strengths-based approach to bullying and child-on-child abuse, and we are committed to working with families and outside agencies where appropriate.

The school is aware of its legal obligations including the Equality Act 2010. This means as well as considering the context of any concerns which need addressing, we will consider where a pupil may have a protected characteristic. This will include ensuring any action taken by the school has taken into account their needs and that any actions taken by the school do not put the pupil at greater harm.

3. Policy Development

This policy has been developed to reflect the most recent Keeping Children Safe in Education (KCSiE) Statutory Guidance (September 2025) and was formulated with input/feedback from:

- Members of staff (through staff meetings and training)
- Parents/carers (through surveys)
- Pupils (through pupil voice groups and whole school discussions)
- Governors (through governor meetings)
- Local agencies, such as Schools & Families Support Services

This policy is available:

- Online at <https://www.northwheatleyprimary.net/>
- From the school office
- In addition, a child friendly version is available in the pupil planner

4. Roles and responsibilities

All staff at our school are aware that children may bully other children, and that this can happen both inside and outside of school and online. All staff understand the school's Anti-Bullying strategy and approach and know the important role that they each have in preventing and tackling bullying.

The Headteacher has overall responsibility for the policy, its implementation and for liaising with the governing body, parents/carers, LA and outside agencies. They are also the lead Anti-bullying coordinator who works alongside the Wellbeing Lead teacher, to have general responsibility for handling the implementation of this policy.

The **DESIGNATED SAFEGUARDING LEAD** in our school is:

Mr Ashley McIlwaine; supported by the Deputy Designated Safeguarding Lead, **Mrs Amy Moden**

Safeguarding is the responsibility of all staff. All staff, parents and pupils need to be aware of who to report to and how to report any safeguarding concerns.

Our **Anti –bullying (Behaviour) Coordinator** is **Mr Ashley McIlwaine**

Our **Vulnerable pupils lead (Mental Health First Aid Trained)** is **Mrs Amy Moden**.

Their responsibilities are:

- Policy development and review - involving pupils, staff, governors and feedback from parents
- Coordinating Anti-Bullying training and support for staff and parents/carers where appropriate
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Ensuring bullying incidents are dealt with by staff, using the appropriate systems in place
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers, where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Behaviour & Anti- bullying is Rebecca Spencer.

5. What is bullying and how does it differ to relational conflict?

At North Wheatley C of E Primary, we have adopted the definition of bullying 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.”

We recognise that bullying can take many forms and can affect any child. It is often motivated by prejudice against particular groups (for example on grounds of race, religion, gender, sexual orientation, special educational needs, or disabilities, or because a child is adopted, in care or has caring responsibilities). Bullying can be motivated by actual differences between children, or perceived differences.

However, we also recognise that incidents may occur between pupils, which may not be deemed as ‘bullying’ but still require support or intervention from trusted adults. These incidents may be referred to as ‘relational conflicts’ or falling out. Relational conflict differs to bullying in the fact that it is usually between individuals or groups who are relatively similar in power and status (a power balance), and the behaviours or incidents occur occasionally (not repetitive) or occur by accident (not intentional). Usually, following a relational conflict incident, pupils show remorse and there is a general willingness to make things right or to resolve the conflict.

Not all relational conflict or falling out leads to bullying, but our school staff are aware occasionally some can, and we are mindful that unresolved bad feelings or relationship problems left unaddressed can be the start of a pattern of behaviour in which the intention becomes to cause harm or distress.

Although bullying and relational conflicts can take place between individuals, we recognise that it often takes place in front of others (either physically or virtually), pupils who witness these incidents/behaviours are often referred to as ‘bystanders’.

Regardless of whether an incident or situation is deemed as ‘relational conflict’ or ‘bullying’, our school will address the situation and support the pupils to resolve any negative feelings. Our school will monitor children following a relational conflict to ensure that the situation has been resolved and does not escalate to bullying.

Our school will challenge, address, and monitor any incidents of bullying, to ensure that it does not continue and that all pupils feel supported (this will include the target, the alleged perpetrator, any bystanders, and the wider school community).

6. What does bullying behaviour look like?

At North Wheatley C of E Primary, we consider the context within which incidents and/or behaviours of concern occur. We will consider the motivations behind the behaviours and will take into account the age and stage of development of the pupils involved. Our focus will always be the safety and welfare of all children involved.

Bullying behaviour may include, but is not limited to:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal – name calling, sarcasm, spreading rumours, threats, teasing, belittling
- Emotional – isolating others, tormenting, hiding books/belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, and coercion
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online / Cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion etc.
- Indirect – can include the exploitation of individuals such as ‘false friendships’, criminal exploitation, sexual exploitation, and radicalisation
- Prejudice-related – derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disablist in nature. This language and behaviour may be directed towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or

trans, or are perceived to be, or have a parent/carer, sibling, or friend who is, because they have a learning or physical disability. Such language and behaviour are generally used to refer to something or someone as inferior.

7. Where does bullying take place?

At North Wheatly C of E Primary, we understand that bullying is not confined to the school premises. Bullying can also take place outside school, on the journey to and from school and in the local community. Bullying may also take place online (this is sometimes known as cyber bullying).

Cyberbullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school. We will ensure that our children are taught safe ways to use the internet and encourage good online behaviour. Please see our Online Safety Policy for further information.

We will offer support and guidance to pupils, parents/carers and families who have experienced any type of bullying whether this has taken place inside school, outside of school or online. We are committed to working with outside agencies where appropriate to prevent and tackle all forms of bullying.

8. How to report bullying concerns

At North Wheatly C of E Primary we want pupils, parents/carers, staff, and visitors to confidently report bullying and know that their concerns will be taken seriously. We remain committed to supporting and safeguarding all children involved including the target, the alleged perpetrator, any bystanders/witnesses to the bullying behaviour and the wider school community.

We have clear reporting systems for each group of our school community, the effectiveness of these reporting systems is reviewed throughout the academic year and may be expanded to meet the needs of all members of our community.

Pupils - including bystanders/witnesses

We ask that all pupils report concerns of bullying or bullying behaviour to a member of school staff – this can be any member of teaching or non-teaching staff, including a class teacher, a TA, the Head teacher, a lunchtime supervisor, or a member of the office team. We talk about trusted adults regularly in class to remind our pupils of who they can report concerns to.

The member of staff will listen to the pupil and make an initial note of their concerns, they will then discuss next steps with them and reassure them that they will be supported. The member of staff will make a record of the bullying report on the school's recording system, CPOMs, and other relevant members of staff will be alerted. The member of staff will directly alert the school's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk.

We understand that some pupils may find it difficult to tell a member of staff about their concerns verbally, we therefore have additional reporting mechanisms in place.

Each class also has at least two 'Wellbeing Champions' who pupils can talk to. The wellbeing champions can share their concerns with Mrs Amy Moden (Wellbeing Lead) who work with the wellbeing champions to provide training and support them with any concerns they may share. The wellbeing champions are also in charge of a mindfulness/wellbeing box that is located in each classroom. There is a Wellbeing Post Box at the front of school (outside the Headteacher's office), where pupils can put a note or letter to the Wellbeing Team if they feel they cannot speak to someone directly.

We hold 'Reflect and Repair' time every day, which is ran by our wellbeing staff team. This time allows the wellbeing team to meet with children who have been referred by a member of staff due to concerns over behaviour or wellbeing. This also included reflecting and rebuilding after potential relation conflict and monitoring

and managing potential and confirmed cases of bullying. This is further defined, alongside our approach to behaviour management, in our Behaviour and Positive relationships policy.

Even if the behaviour/incident which has been reported is deemed 'not bullying' and is thought to be 'relational conflict', school staff will still support the pupils involved and help them to resolve any concerns.

Parents/carers

We understand that it can be very difficult for a parent/carer to be concerned or hear that their child has been the target of bullying, has experienced bullying behaviour or is an alleged perpetrator of bullying.

We request that parents/carers come directly to the school with their concerns rather than discussing them with other members of the school community in person or online.

We ask that if parents/carers have concerns about their child experiencing or perpetrating bullying, that they contact a member of school staff promptly. Initially we ask parents/carers to contact their child's class teacher, either in person, via telephone call or via Seesaw to explain their concerns. The class teacher will take an initial note of the concerns but may ask to schedule a meeting to allow for more time to discuss the concerns in detail. Following the report and/or the meeting, the teacher will make a record of the bullying report on the school's recording system CPOMs and other relevant members of staff will be alerted. The member of staff will directly alert the school's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk.

Our school remains committed to supporting pupils and their families in all instances of bullying and relational conflict and will respond to reports promptly. Even if the behaviour/incident which has been reported is deemed 'not bullying' and is thought to be 'relational conflict', school staff will still support the pupils involved and help them to resolve any concerns.

We will endeavour to ensure that all parties are kept informed of progress and any developments, but we will also need to show due regard to GDPR. This may mean, at times, that we are not able to provide or share information or updates.

School staff

Our staff work closely with our pupils and therefore may notice a change in a pupil's behaviour or attitude that might indicate that something is wrong before receiving a report from a pupil or a member of the school community. If staff have any concerns about a pupil's welfare or are concerned that a pupil is displaying behaviours that may show they are the target of bullying or perhaps perpetrating bullying, they should act on them immediately.

We ask that staff report their concerns to a Designated Safeguarding Lead/Head teacher. The member of staff receiving the report will take an initial note of the concerns and will then make a record of the bullying report on the school's recording system, CPOMs and other relevant staff members will be alerted. The member of staff must directly alert the school's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk.

Visitors

We ensure that all visitors to our school are aware of our Child Protection and Safeguarding procedures and which staff member they should report any concerns to through our visitor and volunteer code of conduct, safeguarding information and prompts on lanyards.

We ask that if a visitor to our school has any concerns about bullying behaviour that they have witnessed, or been told about, that they report their concerns at the earliest opportunity in person to the school's Designated Safeguarding Lead/Head teacher or a member of the Senior Leadership Team. We ask that visitors report their concerns in person by the end of the school day. It would not be appropriate, for example, to wait until the following day or leave a written note with concerns.

The member of staff receiving the report will take an initial note of the concerns and will then make a formal record of the bullying report on the school's recording system, CPOMs and other relevant staff members will be alerted. The member of staff will directly alert the school's Designated Safeguarding Lead if the report is deemed urgent or if a pupil is considered at risk.

9. How our school will respond to reports of bullying

At North Wheatley C of E Primary, all reports of bullying or reported concerns of bullying behaviours will be taken seriously and investigated. Even if an incident is deemed 'not bullying' or a 'relational conflict', our school remains committed to supporting all pupils who have been involved and effected.

Our school keeps records of all reports of bullying, this information is stored on our CPOMS electronic recording system. These records are used to identify trends and inform our school's preventative work. Information from these records is discussed as appropriately with staff, to ensure that all staff are kept up-to-date and are alert to any ongoing concerns.

Our staff use a contextual approach to safeguarding and each incident will be dealt with on a case-by-case basis. Some of our school's responses may include, but may not be limited to:

- Talk to all pupils involved in the reported incident – this may include the target, the alleged perpetrator, and any bystanders/witnesses
- Talk to the parents (of the target and/or the alleged perpetrator)
- Implement appropriate sanctions in accordance with our school's behaviour policy. These sanctions will be graded according to the seriousness of the incident, but will send out a message that bullying is unacceptable.
- Discuss the report/incident/case with other agencies and organisations when appropriate and make referrals to those organisations when appropriate
- Liaise with the wider community if the bullying is taking place off the school premises (e.g., the Police, District Council etc.)
- Keep in touch with the person who reported the incident/behaviour to inform them that action has been taken – this may include a pupil, a parent/carer/guardian, a member of staff or visitor, or another member of the school community. We will endeavour to ensure that all parties are kept informed of progress and any developments, but we will also need to show due regard to GDPR. This may mean, at times, that we are not able to provide or share information or updates.
- Implement a range of follow-up support/interventions appropriate to the situation (this may include informal or formal restorative work with the target and alleged perpetrator, solution-focused meetings, individual or group work with the target, individual or group work with the alleged perpetrator, individual or group work with any witnesses/bystanders, group work with the wider-school community etc.)
- Monitor the effectiveness of actions taken and reassess/take more actions if appropriate
- Liaise with the Designated Safeguarding Lead if there are safeguarding issues or concerns – a DSL may then refer to the Nottinghamshire MASH
- Refer to the Nottinghamshire County Council 'Pathways to Provision' document and complete an EHAF referral, if appropriate

10. Strategies for preventing bullying

At North Wheatley C of E Primary, we are committed to the safety and welfare of our pupils, and therefore we have developed the following strategies to promote friendly and positive behaviours and discourage bullying behaviours. Throughout the academic year, the effectiveness of these strategies is reviewed, and the variety of strategies may be expanded to address specific concerns or meet the needs of all members of our community.

The strategies we use include, but are not limited to:

- Pupil governors with representatives from across the school
- Wellbeing Champions with representatives from every year group from year 1 to year 6.
- Taking part in Anti-Bullying week annually (November)
- Taking part in Safer Internet Day annually (February)
- Robust PSHE/RSE curriculum for all year groups
- Specific curriculum inputs for online safety and cyberbullying
- Themed days and/or experiences to promote equality and tackle prejudice
- Weekly/Termly and annual celebration events
- Positive reinforcements and reward systems for positive choices
- Whole school 4 C's approach – Calm, Compassionate, Considerate and consistent
- Opportunities for pupils and parents to share their voice and opinions – through surveys etc.
- Inclusive displays throughout the school with a diverse range of work, photographs etc.
- Inclusive toys and books throughout the school raising awareness of and celebrating differences
- Nurture support for identified children with trusted adults in school
- Specific initiatives for identified individuals or groups
- Information for families on the website
- Parents evenings and open-door policy
- Regular staff training and development for all staff
- All staff model expected behaviour
- Clear procedures for managing behaviour as per the behaviour policy

11. Complaints

If a parent/carer is not satisfied with our school's actions, we ask that they follow our school's complaint policy and procedures. This is available online from our school website, and on request from the school office.

Monitoring and Review

This policy is reviewed and evaluated throughout the academic year. It is updated annually using the NCC model policy document.

Links with other policies

You may find it helpful to read this Anti-Bullying policy alongside the other following school policies:

Policy	How it may link
Child-on-child Abuse Policy (Previously named '<i>Peer-on-peer Abuse</i>')	Includes links to bullying – specifically sexualised bullying and exploitation
Behaviour and Positive Relationships Policy	Includes details about the rewards and sanctions for pupils
Child Protection Policy	Includes information about child protection procedures and contextualised safeguarding
Online Safety	Includes information about children's online behaviour and details about online bullying/cyberbullying
Equality Policy	Includes information about our school's approach to tackling prejudice and celebrating differences. Links to prejudice-related language and crime and the protected characteristics
PSHE & RSHE Policy	Includes information about our school's RSHE programme and how we teach about relationships, friendships, and bullying

Complaint Policy	Includes information about how to make a complaint if you are not satisfied with the school's response
-------------------------	--