



# West Byfleet Junior School

## Anti-Bullying Policy

### Introduction

The aim of the Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed, will pupils be able to fully benefit from the opportunities available at school.

### Objectives

#### For pupils who experience bullying

- To be heard and to know how to get help and support from others
- To be offered targeted support so they feel safe
- To be provided with opportunities and strategies to rebuild confidence and resilience
- To be provided with a range of strategies to avoid potential opportunities to be bullied

#### For pupils who engage in bullying behaviour

- To take responsibility for what they say and do
- To be held to account both individually and collectively for their behaviour
- To learn how to behave in ways that do not hurt others, both physically and emotionally, by developing their awareness, skills and knowledge
- To learn that they can take steps to repair the harm they have caused and restore relationships

#### For the school

- To take bullying very seriously and record and review incidents of bullying
- To embrace anti-bullying within the overall work of the school and through appropriate curriculum opportunities
- To promote a climate in which that bullying and violence are not tolerated and cannot flourish
- To ensure staff model positive relationships through their dialogue and actions
- To make sure that all members of the school community are engaged in developing and reviewing anti-bullying work of the school.
- To set up peer support systems to prevent and respond to bullying, e.g. educating children to tell an adult, use of worry boxes in classrooms
- To enable all children to be clear about the role they can take to prevent bullying, including the role of bystanders
- To promote safe play areas
- To work in partnership with parents, associated professionals and community partners to promote safe school and local communities

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*Policy:*  
*Nominated Staff Lead:*  
*Nominated Governor Lead:*

*Anti-Bullying*  
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*C and L*

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*Date of Next Review: Autumn 2025*

- To be aware that some children, for example young carers, SEN children, LAC/PLAC, children who identify as LGBTQ+, are particularly vulnerable to being victims of bullying and to monitor these children closely
- To promote equality through the Equality Act 2010 2
- To support difference and diversity and promote British Values

### **For parents**

- To understand that the school does not tolerate bullying
- To know how to report concerns and get help if their child is being bullied
- To have confidence that the school will take any report of bullying seriously and investigate the concerns quickly
- To work with the school by increasing the skills and knowledge of children who find themselves bullied. This will include knowledge of the school procedures and may include skills to avoid being targeted

### **For the governing body**

- To ensure that there is a written statement of general principles
- To promote the wellbeing of pupils by safeguarding and promoting the welfare of pupils
- Together with the headteacher, review the policy in terms of effectiveness and impact

### **What is bullying?**

Bullying is defined as behaviour by an individual or group, repeated over time, that intentionally hurts an individual or group either physically or emotionally.

Discriminatory and prejudice-related bullying refers to a range of hurtful behaviours both physical and psychological, that makes a person feel unwelcome, marginalised and excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin/status, ability/disability, gender or sexual orientation ie behaviours that are racist, homophobic or target different abilities.

Cyber bullying is the use of IT, particularly mobile phones and the internet to upset others.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in their attitude to school in that it may become more negative eg lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

The school's teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it, in accordance with school policy

### **How do we implement the policy on anti-bullying?**

- This policy is implemented alongside the school's Behaviour and Discipline policy. For example, sanctions and reporting procedures
  - Planned opportunities are in place to explore and discuss bullying in both class and assemblies. Anti-bullying is part of our school curriculum. It is taught specifically though PSHE and Computing (cyber bullying) but also though our wider work on promoting British

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Values, our school value of kindness, and promoting tolerance and understanding by learning about the wider world eg through geography or RE.

- We take part in anti-bullying events and national anti-bullying week
- All incidents of bullying are taken very seriously and dealt with quickly
- Those pupils who engage in bullying behaviour are made to account for their behaviour. They receive appropriate sanctions, and they always have to apologise and demonstrate how their behaviour and actions are going to change for the better
- All staff dealing with bullying incidents will involve a member of the Senior Leadership Team
- Named staff support vulnerable pupils through a range of pastoral interventions, which are reviewed on a termly basis
- Some pupils benefit from inclusion in our lunchtime nurture clubs
- Incidents of bullying are reviewed on a termly basis, by the SLT and governors
- All prejudice-related behaviour is recorded in a separate log and reviewed on a termly basis

The following steps will be taken when dealing with specific incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- An investigation of the event will be undertaken by the member of staff and all children involved will be interviewed. Children who are bullied can be asked to write down or draw their concerns where this is easier for them than talking about it. In line with the behaviour policy, appropriate sanctions will be imposed. Pupils who engage in bullying behaviour are made to account for their behaviour. As well as the appropriate sanctions, they always have to apologise and demonstrate how their behaviour and actions are going to change for the better. The incident will be recorded on CPOMS (the school's online record of behaviour and safeguarding incidents). If it is established that bullying has taken place, the Headteacher, Deputy Headteacher or Pastoral Lead will record the event on the bullying incidents record.
- If there is a further incident, then the member of staff will inform parents of all the children concerned and support the child who is being bullied, whilst applying further sanctions to those who bullied in line with the behaviour policy. The incident will be recorded on CPOMS. The Headteacher, Deputy Headteacher or Pastoral Lead will record the event on the bullying incidents record
- If, after parents are informed, another event happens, parents are invited to meet with the Headteacher to discuss the impact on the individual being bullied, and possible sanctions up to and including suspension and exclusion. The incident will be recorded on CPOMS. The Headteacher, Deputy Headteacher or Pastoral Lead will record the event on the bullying incidents record

## How to support pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- receiving an appropriate sanction
- informing parents or guardians to help change the attitude of the pupil

The following sanctions may be applied:

- verbal warnings to cease offending
- temporary exclusion from the playground
- suspension
- permanent exclusion

## Reporting Procedures

### Children

- can tell any adult who works at the school
- can use their class worry box

### Parents

- should report to their child's class teacher in the first instance, but can tell any adult who works at the school
- may request a meeting with their child's class teacher or a member of the senior leadership team
- can phone the school or email their concerns if preferred

### School Staff

- should investigate incidents following the school behaviour policy
- should seek support of a member of the senior leadership team

## Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy also links to our Behaviour Policy and our Child Protection and Safeguarding Policy.

## Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: <https://anti-bullyingalliance.org.uk/>
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

### Cyberbullying

- Childnet: [www.childnet.com](http://www.childnet.com)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- The UK Council for Internet Safety (UKCIS): [www.gov.uk/government/organisations/uk-council-for-internet-safety](http://www.gov.uk/government/organisations/uk-council-for-internet-safety)
- DfE 'Cyberbullying: advice for headteachers and school staff': [www.gov.uk/government/publications/preventing-and-tacklingbullying](http://www.gov.uk/government/publications/preventing-and-tacklingbullying)
- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability)

### Race, Religion and Nationality

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)
- Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
- Show Racism the Red Card: [www.srrc.org/educational](http://www.srrc.org/educational)

### LGBTQ+

- Barnardo's LGBTQ Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)
- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

### Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or [help@nspcc.org.uk](mailto:help@nspcc.org.uk)
- Ending Violence Against Women and Girls (EVAW): [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)
- Disrespect No Body: [www.gov.uk/government/publications/disrespect-nobodycampaign-posters](http://www.gov.uk/government/publications/disrespect-nobodycampaign-posters)
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: [www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexistbullying](http://www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexistbullying)

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