



Wellstead Primary School

Sowing the Seeds of Success

Wellstead Primary School

Anti-Bullying Policy

“Staff have high expectations of behaviour and help all pupils to learn how to meet these. Typically, pupils are polite and behave well. They walk quietly in the corridors and show respect for each person and for property. The school values are clearly understood and used by pupils.”

Ofsted (Inspection, June 2025)

Intent

At Wellstead Primary School, we know that good behaviour is based on mutual respect between all members of the community. Our vision of ‘sowing the seeds of success’ based on clear learning values, creates an environment in which everyone feels secure, valued and respected.

Wellstead Primary School is a caring and safe community where bullying is not tolerated or accepted.

We encourage children to take responsibility for their behaviour. Children are supported to understand that all behaviour has consequences for both ourselves and others. Children are supported to develop strategies to self-regulate and to put right any resulting impact of their behaviour choices. This fosters an inclusive school community where all children learn and develop strategies to make positive confident choices as they journey through the school and into adulthood.

This policy should be read alongside the Schools Behaviour Policy and is based on advice and guidance from the Department for Education (DfE) and the following statutory documents::

- [Keeping Children Safe in Education 2025](#)
- [Behaviour in Schools - Advice for headteachers and school staff Feb 2024](#)
- [The Equality Act 2010](#)
- Equality Policy 2024
- Section 175 of the [Education Act 2002](#), which outlines a school’s duty to safeguard and promote the welfare of its pupils
- Sections 88 to 94 of the [Education and Inspections Act 2006](#),

It also considers current educational research:

- <https://anti-bullyingalliance.org.uk/>
- EEF ‘Improving Behaviour in Schools’ (2019)
- Paul Dix ‘When the Adults Change, Everything Changes’ (2017)
- Paul Dix ‘After the Adults Change’ (2021)
- Sam Strickland ‘The Behaviour Manual’ (2022)

Aims and Objectives

The aim of this policy is to proactively prevent and effectively respond to all reports of bullying.

Wellstead Primary School recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development and mental health.

- All members of the school community have a responsibility to recognise bullying when it occurs and take appropriate action.
- Bullying is recognised by Wellstead Primary School as being a form of child-on-child abuse; children can abuse other children. (KCSiE 2025)
- Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". (KCSiE 2025)
- The school recognises that even if there are no reports of bullying, it does not mean it is not happening. All reports of bullying will be taken seriously and victims offered appropriate support.

This will happen in the following ways:

- All adults - Governors, staff, parents, families and children will understand what bullying is and be fully aware of the school's policy and procedures
- Adults in school will recognise the indicators and signs of child-on-child abuse (KCSiE 2025) and know how to identify and respond to reports of bullying
- The school will take proactive steps to ensure that the children understand that bullying in any form is unacceptable and ensure that they feel safe and supported to talk to an adult if they feel that they are being bullied or know that someone else is
- All reports of bullying will be listened to and taken seriously, they will be recorded as bullying incidents and escalated to the Year Leader or Senior Leadership Team
- All pupils will know that they can talk to a trusted adult in school, that this will be confidential where possible and effective action will be taken
- Parents will be kept fully informed and, where necessary, invited into school to discuss incidents
- Parents are aware of our commitment to their children's emotional wellbeing and are always welcome to discuss any issues or concerns.

Definition of bullying (including racist, sexist and homophobic bullying):

"Bullying is defined as the repetitive, intentional harming of a person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological, it can happen face to face or online."

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Bullying is, therefore:

- Deliberately hurtful
- There is **intent** to hurt someone else
- **Repeated**, often over a period of time
- A power imbalance.

Bullying can include:

TYPE OF BULLYING	EXAMPLES
Emotional	Being repeatedly unfriendly, excluding, tormenting Isolating others, hiding books, threatening gestures, ridicule, humiliation, intimidating, manipulation, coercion.
Physical	Hitting, kicking, pushing, poking, biting, pinching etc
Sexual	Unwanted physical contact, abusive comments, LGBTQ+ abuse, exposure to inappropriate material, explicit sexual remarks, sexual gestures, inappropriate touching
Verbal	Name-calling, sarcasm, spreading rumours, teasing, threats,, belittling.
Online/Cyber-bullying	Posting on social media, sharing photos, sending nasty messages, social exclusion.
Indirect	Can include the exploitation of individuals, deliberately excluding peers, spreading rumours

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Equality Act:

Wellstead Primary School is fully inclusive and promotes equality of opportunity for all. Abusive or discriminatory behaviour will not be tolerated at Wellstead Primary School and will be vigorously challenged. All members of staff are committed to promoting the principles of equality, tolerance and diversity: strongly linking to our 'respect' value. Children and young people in education are protected from discrimination under the Equality Act 2010 and in accordance with that act, Wellstead Primary School will:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

The school is required to complete an annual online return detailing all incidents of prejudicial behaviours against the protected characteristics.

Bullying is not:

It is important to understand that bullying is not one-off occasions of name calling or fallings out or accidental incidents between peers. Adults will support children to recognise and resolve these incidents but they will not be logged as bullying and would not come under this policy.

Responding to reports of bullying:

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be-actioned as soon as possible by the member of staff who has been approached or witnessed the concern
- That member of staff will inform the child's class teacher and where appropriate, year leader or a member of the senior leadership team (SLT) or the Headteacher
- All incidents and investigations will be recorded on CPOMs, this will include recording appropriate details regarding decisions and action taken.
- An appropriate adult will interview all parties involved to ascertain a clear and precise account of bullying incidents. This information will be shared with the child's class teacher and where appropriate Year Leader, member of SLT or a Designated Safeguarding Lead DSL.
- The school will ensure parents/carers are kept fully informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies and GDPR.
- The school will not discuss or disclose information about another child
- The school will decide upon appropriate sanctions and support in line with Wellstead Primary School's Behaviour policy and will provide appropriate pastoral support for both the victim and for the perpetrator
- If necessary, other agencies may be consulted for example Children's Services or the Police.

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should first contact their child's class teacher.

Pupils who are victims of bullying, or who witness bullying, will be supported by:

- Being offered an opportunity to discuss their experience with a member of staff who will listen and reassure the pupil
- Pastoral support this could be in the form of ELSA, TALA or friendship-based interventions in order to rebuild self-esteem and confidence
- Regular check-ins for a period of monitoring to ensure that the bullying has been dealt with effectively.

Perpetrators of bullying will be supported by:

- Being offered discussion and support, to help the child understand and change their behaviour through a structured restorative conversation
- Being listened to and hearing their version of events
- Providing pastoral support this could be in the form of ELSA, TALA or friendship-based interventions in order to rebuild self-esteem and confidence

After they have been interviewed independently, if it is deemed to be appropriate, both children will be brought together by the member of staff who has dealt with the incident to facilitate reconciliation.

Involvement of Parents/Carers:

We will always involve parents in any scenario where bullying has taken place and welcome open communication with parents around any concerns that they might have.

We ask parents to work with the school through holding open discussions with their child as appropriate, role modeling and leading through example to support the behavioral expectations of the school in order to minimise the likelihood of further bullying incidents.

The curriculum and other preventative measures:

The RSHE and SMSC curricula are designed to support positive relationships and prevent any form of bullying in school and in the wider community.

Strategies adopted by the school include:

- A caring, nurturing school environment
- Encouraging pupils to have wider responsibility for their peers and to 'tell' if they are concerned
- Supervision at lunchtimes, breaks, before and after school
- Supervised internet access and blocking of specific sites in school
- The use of assemblies to raise awareness
- Participation annually in Anti-bullying week and Mental Health Week
- Curricular approaches to anti-bullying
- Circle time Intervention strategies
- E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. E-safety workshops are held to raise parents' awareness of cyber-bullying.

In addition to preventative measures, there are a number of interventions in place to support pupils who may initiate bullying or who are being bullied. These include:

- Co-operative group work
- Circle time
- Adult Support including ELSA, TALA
- Family Support

 **Respectful**  **Reflective**  **Aspirational**  **Adaptable**  **Collaborative**  **Independent** 

Current Information			
Approved on:	May 19th 2026	Responsibility:	Learning
Last Review:	July 2024	Next Review:	July 2028
Reviewed by:	Learning	Review Cycle:	2 yearly