



Whitefield Anti-bullying Policy

Reviewed September 2026

Policy Statement

At Whitefield School we aim to provide a safe, caring and secure learning environment for our children and young people to allow them the best possible opportunities to maximise their potential through stimulating and enjoyable learning experiences. We strive to ensure that children and young people feel safe, understand the issues relating to safety such as bullying and that they have the tools to seek support should they feel unsafe.

Bullying of any kind is unacceptable in our learning community. If bullying does occur, there is an expectation that it will be reported so that it can be dealt with promptly and effectively.

Aims:

- To encourage positive behaviour in a supportive, caring and safe environment and to prevent all forms of bullying amongst pupils. These measures link to the Whitefield School behaviour policy
- To demonstrate that the school takes bullying seriously and that bullying will not be tolerated.
- To support everyone in actions to identify and protect pupils who might be bullied.
- To create an environment where pupils feel they can trust and communicate to adults if they are being bullied or know about any bullying.
- To make clear the procedures for reporting concerns about bullying, including what action to take when an incident of bullying is identified.

Definition of Bullying:

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally

- often aimed at certain groups, for example because of race, disability, religion, gender or sexual orientation

<https://www.gov.uk/bullying-at-school/bullying-a-definition>

All of our students have special educational needs or disabilities and, for this reason, our approach to anti-bullying takes into consideration not only the impact that 'true bullying' can have on our students but also how the special needs of individuals can affect their behaviour towards others. The school is committed to investigating and acting promptly and firmly to combat bullying as well as resolving any unintentional incidents that may make students feel threatened, unsafe or afraid.

Examples of bullying include:

- Emotional: being unfriendly; excluding; and/or tormenting.
- Physical: pushing; hitting; punching; kicking; and/or any use of violence.
- Verbal: name calling; sarcasm; spreading rumours; and/or teasing.
- Racial: racial taunts; graffiti; and/or gestures.
- Sexual: unwanted physical contact; and/or sexually abusive comments.
- Homophobic: because of, or focussing on the issue of sexuality or gender.
- Online / cyber bullying: text messages, emails, messenger software, internet

Bullying outside school premises

Head teachers have a specific statutory power to discipline pupils for poor behaviour when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil.

Prevention of Bullying

Staff must remain vigilant about bullying behaviours. Children may not be aware that they are being bullied because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others are maybe doing to them.

We aim to prevent bullying by:

- Ensuring our classrooms and curriculum activities promote mutual respect. We discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality.
- Raising awareness regularly in PSHE
- Ensuring staff are always visible and vigilant around the building and playground.

- Ensuring all staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.
- Ensuring stakeholders including pupils and parents are made aware of the policy.
- Teaching online-safety awareness to students (where appropriate) throughout the year.
- Ensuring all students have access to a trusted adult.

Signs of Bullying

Children and young people may indicate through signs or behaviour that they are being bullied. Adults should be aware of these possible signs and should show concern if the child or young person (the list below is not exhaustive and these signs may have other causes)

- Becomes withdrawn, anxious, or begins to lack confidence
- Begins underperforming academically
- Changes their usual routine
- Cries themselves to sleep at night or has nightmares
- Changes their eating habits
- Is unwilling to go to school
- Is frightened of walking to or from school
- Self-harms, attempts or threatens to take their own life
- Becomes over interested in another student
- Demonstrates inappropriate physical contact between themselves and a peer
- Shows signs that they are asserting themselves with vulnerable students
- Looks scared and distressed

Procedures:

1. Students, parents or staff who witness or suspect bullying behaviour must report it to a class teacher or school leader so that the situation can be dealt with promptly.
2. A member of staff will investigate the incident.
3. An account of the incident will be logged on both BehaviourWatch and CPOMS
4. This will be followed by conversations or meetings with parents, detailing the incidents and explaining the outcomes in line with the school's behaviour policy
5. Work takes place with any children involved to provide support. This may include work with outside agencies e.g. educational psychologist or CAMHS.
6. The children involved are monitored closely by all staff and supportive strategies put in place.
7. All incidents of bullying will be reported to the Governing Body.

Prevention

The school will explicitly promote social, emotional and behavioural skills through the PSHE curriculum.

Other methods for helping children to prevent bullying may include:

- Social stories
- Developing communication and specific language
- Having discussions about bullying and why it matters
- Creating a positive behaviour support plan (if necessary)

We support pupils who have been bullied by:

- Offering immediate opportunities to discuss the experience with a member of staff
- Providing mediation with the victim and bully (where appropriate)
- Giving reassurance and continuous support
- Helping to restore self-esteem and confidence through one to one support
- Working with parents
- Endeavouring to give all students the communication skills needed to report any form of bullying

We support pupils who have bullied others by:

- Discussing events and their behaviour with behaviour support staff
- Providing mediation with the victim and perpetrator.(where appropriate)
- Working with the class teacher or other professionals to resolve the behaviour.
- Working with parents
- Completing a functional analysis and putting proactive measures into place.
- Supporting students to manage their own behaviour and be supported to find replacement behaviours.

Associated policies and procedures (all are available on the Whitefield School website):

- Behaviour Policy
- Safeguarding Policy
- Online Safety Policy
- SEND policy

Monitoring and evaluation of the policy

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

If you are worried about bullying and would like advice or support, the following organisations are able to help:

Childline 0800 11 11 www.childline.org.uk/Bullying

Kidscape 020 7730 3300 www.kidscape.org.uk

NSPCC 0808 800 5000 www.nspcc.org.uk

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