

Farsley Westroyd Primary School and Nursery

Anti-Bullying Policy 2025 - 2026



Statement of School Values and Position on Bullying

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 always unacceptable and is not tolerated.

At Farsley Westroyd, we are committed to not only dealing with bullying but to do all that we can to prevent it happening in the first place. We seek to build self-esteem, confidence and resilience in pupils and to develop tolerance and respect for others. We use assemblies, PSHE lessons, and Relationships and Health Education to explore issues around bullying, consider other people's points of view and to develop strategies for dealing with bullying.

Aims of This Policy

- To help pupils, parents/carers and staff understand what is meant by bullying and how to report incidents of it
- For pupils, parents/carers and staff to be assured that allegations of bullying will be taken seriously and will be acted upon
- To clarify effective and sensitive systems for dealing with allegations of bullying and for supporting both victim and perpetrator to ensure that bullying behaviour does not continue
- To prevent all forms of bullying, including cyberbullying and prejudice-based bullying
- To fulfil our obligations under the Public Sector Equality Duty and protect pupils with protected characteristics

Definition of Bullying

It is important that as a school we have an agreed definition of bullying which makes the distinction between bullying and other types of unpleasant behaviour such as falling out and playground 'rough and tumble'.

DfE guidance (*Preventing and Tackling Bullying*, 2017) states that bullying is:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

Our school definition: Bullying refers to repeated words or actions which aim to make the victim feel hurt and results in the victim feeling unable to put a stop to it.

When establishing whether an incident is bullying, the following features are looked for:

- **Intent** – the perpetrator meant to cause harm
- **Hurt** – physical or emotional harm is caused
- **Repetition** – the behaviour occurs more than once or has the potential to be repeated
- **Power imbalance** – the perpetrator holds power over the victim (physical, social, psychological)

Forms of Bullying

Children can be bullied in ways that are:

Physical:

- Being punched, pushed, kicked or hurt
- Being made to give up money or belongings
- Having property, clothes or belongings damaged
- Being forced to do something they don't want to

Verbal:

- Being teased in a nasty way
- Called names (whether or not it's true)
- Insulted or humiliated

Indirect/Relational:

- Having nasty stories told or spread about them
- Being deliberately left out, isolated or excluded by others

Cyberbullying (online bullying):

- Via mobile phones (text messages, calls, images)
- Via computers, tablets or gaming devices (email, social media, websites, gaming platforms, messaging apps)
- Sending offensive, upsetting or inappropriate messages, photos or videos

Prejudice-Based and Discriminatory Bullying

In line with DfE guidance and our obligations under the Equality Act 2010 and the Public Sector Equality Duty, we recognise that some pupils may be more vulnerable to bullying because of their identity or perceived identity. Prejudice-based bullying is bullying motivated by prejudice against particular groups, for example on grounds of:

- **Race, ethnicity, nationality or culture**
- **Religion or belief**
- **Special Educational Needs and/or Disabilities (SEND)**
- **Sexual orientation** (homophobic bullying)
- **Gender identity** (transphobic bullying)
- **Sex/Gender** (sexist bullying)
- **Family circumstances** (e.g. children who are looked after, young carers, children with parents in prison)
- **Physical appearance or health conditions**

We take all prejudice-based bullying extremely seriously and will challenge discriminatory language and behaviour, including language that does not directly target individuals but could cause offence to groups of people.

Bullying as a Safeguarding Concern

In accordance with *Keeping Children Safe in Education (2024)*, we recognise that bullying can be a form of child-on-child abuse. All staff understand that children can abuse other children and that this can happen both inside and outside of school.

Where bullying is particularly serious, persistent, or where it involves sexual harassment, sexual violence, or other safeguarding concerns, it will be managed under our Child Protection and Safeguarding Policy. The Designated Safeguarding Lead will be informed of all such incidents.

Rights

Children have a right to come to school and feel safe from harm in a caring and supportive environment. Everybody has the right to be treated with respect and dignity. Pupils who are bullying need to learn different ways of behaving.

Responsibilities

Pupils

- Must not bully anyone else, or encourage and support bullying by others
- Must tell an adult if they are being bullied, usually either a member of staff or parent/carer
- Must act to prevent and stop bullying, usually through telling an adult if they know or suspect that someone else is being bullied
- Must recognise that being a “bystander” is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim

Staff

- Must respond promptly and effectively when there are concerns about bullying
- Must report and record all allegations of bullying
- Must ensure pupils, and where appropriate parents/carers, are given regular feedback on the action being taken
- Must pass any confirmed bullying incidents to the Senior Leadership Team or Pastoral Lead who will decide on action to be taken
- Must be vigilant about bullying of pupils with SEND, recognising they may face more barriers to reporting and may need additional support

Parents/Carers

- Must contact the school immediately they know or suspect that their child is being bullied, even if their child has asked for “secrecy”, and work in partnership with the school to bring an end to the bullying
- Must contact the school if they know or suspect that their child is bullying another pupil
- Must share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child

Guidance for Reporting Bullying

If you are being bullied in school:

- **Talk** to an adult you trust
- **Talk** to a friend
- **Remember** all the special things about yourself
- **Stand up** and be brave – it’s not your fault

If you see someone being bullied at school:

The best thing you can do to help is to **TALK** to someone.

DON’T listen to the bully when they say that you will be in trouble if you talk to someone. You aren’t doing anything wrong – **THEY ARE.**

If a pupil says they are being bullied in school:

- **LISTEN** to what they have said
- **TAKE IT SERIOUSLY**
- **RECORD** what they have said

- Make it clear that they have made the **RIGHT** decision to tell. They have done nothing wrong
- Explain that it may not be possible to keep everything we are told a secret
- Offer the support of a safe room/area if it is necessary
- Pass the information to the pupil's class teacher and then to the Senior Leadership Team or Pastoral Lead if bullying is confirmed

If your child is being bullied or is bullying in school:

- We can help
- Contact the school and ask to speak to the class teacher
- Talk over the problem with the teacher. Be sure of your facts. In particular, children who are being bullied can become upset, anxious and confused about what has actually happened
- Don't let your child talk you out of contacting school. If the problem is to be solved, you need to be open
- Don't keep your child at home

Strategies to Prevent Bullying

- Anti-bullying awareness raising and key messages, for example use of assemblies, advice leaflets, participation in Anti-Bullying Week, special events
- Playground buddies on duty at break and lunchtimes
- School promise and values
- Supervision by staff
- Support programmes for vulnerable pupils
- Involvement of pupils, for example peer support
- Staff training and induction
- Effective school leadership promoting an anti-bullying ethos
- Curriculum – PSHE and Relationships and Health Education
- Teaching about protected characteristics and celebrating diversity
- Online safety education
- Use of praise, reward and sanction systems

Bullying Outside School Premises

Teachers have the power to discipline pupils for bullying that occurs outside school, including on the journey to and from school, during educational visits, or online. If an incident of bullying outside the school premises is reported to the school, it will be investigated and appropriate action taken. This sends a strong signal to pupils that bullying will not be tolerated.

Recording and Reporting

Appropriate members of staff in addition to the class teacher (e.g. Headteacher, Assistant Headteachers, Pastoral Lead) will be involved once bullying has been established. The school will keep records of bullying incidents, the immediate action taken and the short-term monitoring and review which follows.

Each incident will be assessed to consider:

- Degree of intent
- Degree of impact/hurt
- Duration
- Frequency
- Imbalance of power
- Whether the bullying is related to a protected characteristic

Recording of incidents will enable us to:

- Manage individual cases effectively by choosing the appropriate intervention strategy
- Monitor and evaluate effectiveness of strategies
- Identify patterns, including any related to protected characteristics
- Celebrate anti-bullying work

Intervention Strategies

- Support both victim and perpetrator, focusing on the behaviour not the person
- Support programmes to help build emotional and social skills and/or change behaviour
- Restorative approaches where appropriate
- Engage parents/carers promptly
- Apply sanctions in line with the Behaviour Policy where necessary

Bullying and the Law

Although bullying in itself is not a specific criminal offence in the UK, some types of harassing or threatening behaviour, or communications, could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If school staff feel that an offence may have been committed, they will seek assistance from the police. Where bullying involves criminal behaviour, this will be reported to the police.

Support and Helplines

The following organisations can provide support and advice:

- **Anti-Bullying Alliance** – www.anti-bullyingalliance.org.uk
- **Childline** – 0800 1111 – www.childline.org.uk
- **Kidscape** – www.kidscape.org.uk
- **NSPCC** – 0808 800 5000 – www.nspcc.org.uk
- **Internet Matters** – www.internetmatters.org (online safety)
- **Think U Know** – www.thinkuknow.co.uk (CEOP resources)
- **Young Minds** – www.youngminds.org.uk (mental health support)

Related Policies

This policy should be read in conjunction with:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Online Safety and IT Acceptable Use Policy
- Equality and Diversity Policies
- PSHE Policy
- Relationships and Health Education Policy

Statutory Framework

This policy has been developed with reference to:

- DfE “Preventing and Tackling Bullying” (2017)
- DfE “Behaviour in Schools” (2024)
- DfE “Keeping Children Safe in Education” (2024)
- Equality Act 2010
- Education Act 2002 (Section 175)

Policy reviewed:	January 2026
Next review:	January 2027

Farsley Westroyd Primary School and Nursery is committed to safeguarding and promoting the wellbeing of all children.