# A black and white logo AI-generated content may be incorrect.Windy Nook Primary School

# Anti-Bullying Policy

**Policy Statement**

At Windy Nook Primary School, we are committed to providing a safe, respectful, and inclusive environment where all children feel valued and protected. Bullying of any kind is unacceptable and will not be tolerated. We believe every child has the right to learn and grow in a setting free from fear and intimidation.

**Aims of the Anti-Bullying Policy**

Aim 1: To create and maintain a school environment where all pupils feel safe, valued, and supported, free from fear, intimidation, or harm.

Aim 2: To establish a clear, consistent, and effective approach for preventing, identifying, and responding to all forms of bullying.

Aim 3: To empower pupils, staff, and parents with the knowledge and confidence to challenge bullying behaviours and promote respectful relationships.

**The policy is underpinned by our core values:**

Ready – to learn, to listen, to support

Respectful – of ourselves, others, and our environment

Safe – in our actions, words, and choices

**Definition of Bullying**

According to the Department for Education (DfE):

"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, religion, gender or sexual orientation."

Bullying can take many forms:

* Physical – hitting, kicking, taking belongings
* Verbal – name-calling, threats, teasing
* Emotional – excluding, spreading rumours
* Cyber – online abuse, text threats, social media harassment
* Prejudicial – targeting based on race, gender, disability, religion, or sexuality

**Signs a Child May Be Experiencing Bullying**

Children may show signs or changes in behaviour that suggest they are experiencing bullying. While these indicators could be linked to other issues, bullying should always be considered as a possible cause and explored appropriately.

Adults should be aware of these possible signs and should investigate if a child:

* Is frightened of going to or from school, avoids the school bus, begs to be driven, or changes their usual routine
* Is unwilling to go to school, shows signs of school phobia, or begins to truant
* Becomes withdrawn, anxious, lacks confidence, or starts stammering
* Cries at night, has nightmares, or complains of feeling ill in the morning
* Shows a sudden drop in school performance or interest in learning
* Comes home with torn clothes, damaged books, or missing belongings
* Has unexplained injuries such as cuts or bruises
* Asks for or steals money (possibly to give to bullies)
* Becomes aggressive, disruptive, or unreasonable
* Starts bullying other children or siblings
* Stops eating or shows changes in eating habits
* Tries to run away, threatens to, or talks about feeling hopeless
* Is afraid to say what’s wrong or gives unlikely explanations for their behaviour or injuries

**Our Whole-School Approach to Preventing and Responding to Bullying:**

Bullying is not a one-off disagreement or isolated incident. It involves repeated actions that are intended to hurt someone, either physically or emotionally. The STOP acronym helps distinguish bullying from other types of conflict or misbehaviour.

The STOP acronym is a simple and memorable way to help children and adults understand and identify bullying behaviour. It gives a clear, child-friendly definition of bullying. Staff, pupils, and parents can use the same language when discussing concerns. Pupils can better recognize and report bullying when they understand what it looks like.

It stands for: **Several times on purpose**

**Reporting and Responding to Bullying**

**Pupils are encouraged to**

* Tell a trusted adult (e.g. class teacher, any teacher, teaching assistant, lunchtime supervisor)
* Speak to a playground buddy who can help them report it
* Use the class or school worry boxes for anonymous reporting
* Talk to an adult at home
* Call ChildLine: (0800 1111) or use their website for chat and support.

**Staff**

* Be vigilant to signs of bullying
* Report concerns immediately to the class teacher or senior staff
* Reassure pupils and take all reports seriously

**Senior Leadership Team (SLT)**

* Ensure the Anti-Bullying Policy is implemented consistently
* Monitor and review bullying incidents and responses
* Catherine Ramanandi is the designated senior leader for anti-bullying

**Guidance for Parents and Carers**

* Be alert to signs of distress, withdrawal, or unusual behaviour in your child.
* Encourage your child to speak up about bullying and avoid retaliating.
* Report any concerns to the school via phone, email, or in person:  
  📧 [**windynookprimary@gateshead.gov.uk**](mailto:windynookprimary@gateshead.gov.uk)

**Support for Pupils**

* Provide reassurance and support to the pupil being bullied
* Develop an individual action plan (e.g. buddy systems, playground monitoring)
* Support the pupil displaying bullying behaviour with appropriate interventions
* Inform parents/carers of all parties involved
* Involve external agencies (e.g. police, LA) if necessary
* Report prejudice-based bullying to LA ARCH Hate Crime Reporting

**Sanctions**

* Sanctions will be proportionate to the severity and context of the incident.
* These may include:
  + Increased monitoring
  + Internal support measures
  + Fixed-term or permanent exclusions

**Bullying Outside of School**

* Bullying that occurs outside school hours (e.g. during travel, weekends, or online) is taken seriously.
* Staff, parents, and pupils are expected to report and respond appropriately.

## Use of Derogatory Language

* All offensive or discriminatory language is unacceptable.
* Incidents are recorded and monitored via the **LA ARCH** system.
* Even casual use of such language should be logged (e.g. in CPOMS or classroom logs).

**Prejudice-Based Incidents**

* One-off incidents motivated by prejudice are recorded and monitored
* All incidents are reported to the governing body
* Enables targeted interventions and helps prevent future bullying

**Useful Websites**

These websites offer trusted guidance and support for children, parents, and educators:

Preventing and Tackling Bullying – GOV.UK

Bullying at School – GOV.UK

NSPCC – Bullying and Cyberbullying

Anti-Bullying Alliance

StopBullying.gov (US resource)

**Children’s Rights (UNCRC)**

Our approach is underpinned by the United Nations Convention on the Rights of the Child (UNCRC), including:

Article 12 – Right to be heard and taken seriously

Article 15 – Right to choose friends and join groups

Article 19 – Right to be protected from harm

Article 28 & 29 – Right to education that supports talents, respect, and peace

Article 30 – Right to practice your own culture, language, and religion

Article 31 – Right to play and rest

Article 37 – Protection from cruel or harmful punishment

Article 42 – Right to know your rights

**Policy Review**

The policy is reviewed regularly with input from staff, pupils, parents, and governors.

Feedback is gathered through questionnaires, incident records, and School Council discussions.

**Linked Policies**

This policy should be read alongside:

Behaviour Policy

Child Protection and Safeguarding Policy

PSHE Curriculum Policy

Cyberbullying Policy

Health and Wellbeing Policy

Single Equality Duty Policy

**Complaints Procedure**

If a parent or carer is dissatisfied with how a bullying incident has been handled, they should first speak with the Headteacher.

If concerns remain, the school’s Complaints Procedure is available on request or via the school website.