



ANTI-BULLYING POLICY

PART OF SHINE MULTI ACADEMY TRUST

COMPANY NUMBER 081634448

Whitemoor Academy Anti-Bullying Policy

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010.

Whitemoor Academy promotes values which reject bullying behaviour and promote co-operative behaviour. Tackling bullying matters.

This policy should be read alongside our Behaviour Policy, Child Protection and Safeguarding Policy, Special Educational Needs and Disabilities (SEND) Policy, Online Safety Policy and Complaints Policy.

Approved and adopted: 07 September 2026

Review Date: 07 September 2028

Signatures

Senior member of staff with responsibility for Anti-bullying: *Claire Daniels*

Headteacher: *Rob Lord*

Chair of Governors: *Elaine Fox*

Statement of Intent

Whitemoor Academy is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of pupils' behaviour and consistently challenges behaviour that falls below these expectations. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the concern will be responded to promptly by the class teacher and/or the Behaviour Lead and/or the Senior Leadership Team, then discussed with the Headteacher. A clear account of all reported incidents of bullying and the actions taken will be recorded on the school's behaviour system (Arbor). Relevant staff will be informed so that appropriate monitoring and support can be put in place for the child who has experienced bullying and the child or children displaying bullying behaviour.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Whitemoor Academy, our definition of bullying is:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online”

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short-term and longer-term impacts on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement in school and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No one deserves to be a target of bullying.
- Pupils who display bullying behaviour need support to understand the impact of their actions and learn different ways of behaving.
- National research has shown that some groups of pupils are particularly vulnerable to bullying. These include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online - use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic - because of gender identity or perceived gender identity
- Disablist - bullying related to a disability or perceived disability.

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/pupil friendly version of our policy.
- Using assemblies and Personal, Social, Health and Economic (PSHE) Education lessons to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Providing opportunities that develop empathy, social skills and emotional understanding, for example, through PSHE lessons.
- Raising awareness of online bullying through regular online safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Providing focused work with individuals and groups of pupils. where required, to support understanding and development of social skills e.g. Emotional Literacy Support Assistant (ELSA) sessions.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- School Council

Bullying may take place outside the school premises or online. Where behaviour outside school affects a pupil's wellbeing, safety or education, the school will consider what action is appropriate in accordance with its Behaviour Policy and safeguarding procedures.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher.

When pupils report concerns, staff will listen carefully, take their concerns seriously, reassure them and ensure appropriate action is taken.

Responding to Bullying

Stage	Response
1. Secure the safety of the target of bullying	Consider whether the incident raises a safeguarding concern. Where there is a safeguarding concern, this must be reported immediately to a Designated Safeguarding Lead and managed in accordance with the school's Child Protection and Safeguarding Policy. Reassure the child that their concerns have been listened to and that appropriate action will be taken.
2. Take actions to stop the bullying from happening again	Consider who else is involved and what roles they have taken. Send a clear message that the bullying must stop. Work with both parties to find solutions. Identify the most effective way of preventing recurrence and any consequences. Parents/carers will be kept informed about concerns raised, actions taken and the support being provided. Communication will continue as the situation is monitored and reviewed.
3. Whole school learning - reflection on what we have learnt	Reflect and learn from bullying episodes - consider what needs to happen next to prevent future bullying e.g. PSHE, training etc. Where appropriate, parents/carers will be updated on the outcome of any review.

Monitoring and review

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis, we give pupils the opportunity to provide feedback on how safe and happy they feel at school. We do this through School Council meetings.

Procedures for parents

- If a parent has any concerns about their child they should speak to the class teacher. If a parent thinks bullying is the issue, the matter will be referred to the Behaviour Lead and/or the Senior Leadership Team. The Headteacher is always informed of any bullying concerns at Whitemoor and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents/carers should not confront the child alleged to have displayed bullying behaviour or their parents/carers.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the school's Complaints Policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times. This includes both face-to-face contact and online.

Policy written by: Mrs C Daniels

6th September 2026