The Westborough School

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Anti-Bullying Policy

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SOUTH EAST ESSEX ACADEMY TRUST

The Westborough School 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.

The Westborough School promotes values which reject bullying behaviour and promote co-operative behaviour. Tackling bullying matters.

This should be read alongside our policies on School Improvement, Equality and Diversity, Teaching and
Learning, Special Educational Needs and Behaviour and Safeguarding

Approved and adopted: May 2026

Review Date: May 2027

SIGNATURES

Chair of Governors ……

Date ……

Statement of Intent

The Westborough School 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, whether carried out by a child or an adult.

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 behaviour and we expect all staff to consistently challenge any behaviour that falls below this. Children are taught to call bullying out immediately. We teach them to know their worth.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed and then discussed with a member of the Senior Leadership Team. A clear account of the incident will be recorded on Safeguard. Relevant staff will be informed so that close monitoring of the children can begin.

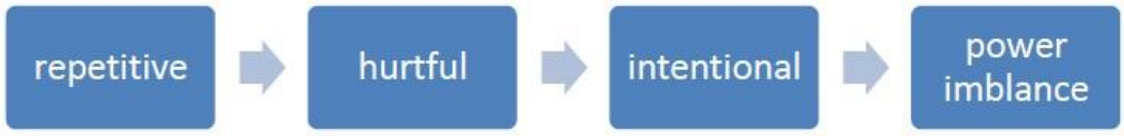
Parents of both parties will be informed.

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.

At The Westborough School, we use the STOP anacronym:- Several Times On Purpose, although children can and do report isolated incidents which have affected them.

"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"



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

Our School Rules are; Ready, Respectful and Safe.

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 bully need to 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
- Cyber – 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

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 PSHE in class 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.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship and social and emotional learning programmes.
- Ensure that anyone who is or perceives themselves to be bullied are made to feel safe and secure and as a school , continually reflect on practise.
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to the child that concerns have been listened to and action will be taken.

- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying or behaviour perceived as bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- Raising awareness of online bullying through regular e-safety lessons and assemblies.
- Focused work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, Zones of Regulation etc.
- Ensuring playground and midday staff 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
- Ask their parent to support them in speaking to a member of staff if they feel unable.

There is a worry box in the library if children do not feel confident to talk.

Children are taught to be good friends and call out behaviour if they think it is inappropriate.

Children are taught that it is important to talk to a trusted adult if they feel bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to the class teacher in the first instance.

When pupils report their concerns our staff are trained to LISTEN and to SUPPORT. We involve children as far as possible in finding solutions.

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

Our school rules are:

Ready

Respectful

Safe.

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 feedback on how safe and happy they feel at school.

Procedures for parents:

•If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Senior Leadership Team The headteacher is always informed of any bullying concerns at The Westborough School and monitors the situation carefully.

•If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly to someone on the Senior Leadership Team.

•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 should not confront the perpetrator or their parents. This can complicate the situation and distress the pupil.

•The school will deal directly with all children involved and their parents directly.

•If parents feel that their concern has not been dealt with appropriately they should ask for a further meeting with the Head teacher or the Head of Safeguarding, Attendance and Behaviour of the Trust. Or they can follow the schools' 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, phone calls and online.

Policy written by: Tonya Brook and Katy Doucy (amended Anti-bullying Alliance Template)

April 2026