



## **Whitkirk Primary School – Anti-Bullying Policy**

**'Be the best that we can be'**

### **1. Policy Statement**

At Whitkirk Primary School, every child has the right to feel safe, valued, respected and included.

Bullying of any kind is unacceptable. We are committed to creating a culture where positive relationships flourish, differences are celebrated and all members of our community are treated with dignity and respect.

Our approach reflects our vision, *'Be the Best That We Can Be'*, and is underpinned by our values of Respect, Safety, Friendship, Trust, Forgiveness and Achievement.

We believe that positive relationships, high expectations and effective support enable all children to flourish socially, emotionally and academically.

This policy should be read alongside the school's Relationships and Regulation Policy, Safeguarding and Child Protection Policy, Online Safety Policy and Equality Information and Objectives.

### **2. Aims**

This policy aims to:

- Prevent bullying from occurring.
- Ensure all pupils feel safe and able to learn.
- Promote a culture of kindness, inclusion and respect.
- Educate pupils about bullying and its impact.
- Ensure concerns are reported, recorded and addressed promptly.
- Support pupils who experience bullying.
- Support pupils whose behaviour has caused harm to make positive changes.
- Work in partnership with parents, carers and external agencies where appropriate.

### **3. Definition of Bullying**

The Department for Education defines bullying as:

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

**Whitkirk Primary School** Templegate Walk, Leeds, West Yorkshire LS15 0EU

☎ 0113 2606203 ✉ office@wps.rkt.co.uk 📱 WhitkirkPrimarySchool [www.whitkirk.org](http://www.whitkirk.org)

Headteacher: Miss G Quarmby



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Bullying typically involves:

- Deliberate intent to cause harm.
  - Repeated behaviour over time.
  - An actual or perceived imbalance of power.
- Bullying differs from friendship difficulties, disagreement or one-off incidents. However, all unkind or harmful behaviour will be taken seriously and addressed appropriately through the school's Relationships and Regulation procedures.

#### 4. Types of Bullying

Bullying may include:

| Physical                                                                                                                                                                                                                           | Emotional or Relational                                                                                                                              | Cyberbullying                                                                                                                                                                                                                                       | Prejudice-Based Bullying                                                                                                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Hitting</li> <li>• Kicking</li> <li>• Pushing</li> <li>• Damaging property</li> <li>• Verbal</li> <li>• Name-calling</li> <li>• Taunting</li> <li>• Insults</li> <li>• Threats</li> </ul> | <ul style="list-style-type: none"> <li>• Exclusion</li> <li>• Rumour spreading</li> <li>• Friendship manipulation</li> <li>• Intimidation</li> </ul> | <ul style="list-style-type: none"> <li>• Social media abuse</li> <li>• Online harassment</li> <li>• Gaming platform abuse</li> <li>• Image sharing without consent</li> <li>• Hurtful messages</li> <li>• Impersonation or fake accounts</li> </ul> | <ul style="list-style-type: none"> <li>• Race or ethnicity</li> <li>• Religion or belief</li> <li>• Disability</li> <li>• SEND</li> <li>• Sex</li> <li>• Gender reassignment</li> <li>• Sexual orientation</li> <li>• Family circumstances</li> </ul> <p>Such incidents will be taken particularly seriously and may also be recorded as discriminatory incidents.</p> |

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## 5. Preventing Bullying

At Whitkirk Primary School we believe prevention is more effective than response.

We promote positive relationships through:

- Relationships and Regulation lessons
- RSHE education
- Assemblies and collective worship
- Online safety education
- Celebration of diversity and inclusion
- Anti-Bullying Week activities
- Student leadership opportunities
- Consistent promotion of school values
- Positive staff role modelling

Bullying prevention forms part of our wider safeguarding, behaviour and inclusion culture.

### Reporting Concerns

Pupils are encouraged to:

- Tell a trusted adult.
- Speak to their teacher.
- Speak to a member of the pastoral team.
- Speak to a member of the safeguarding team.
- Speak to a parent or carer.

Parents and carers are encouraged to contact the school promptly where concerns arise.

All reports will be taken seriously and investigated appropriately.

## 6. Responding to Bullying

When bullying is suspected, the school will:

1. Gather information from those involved.
2. Investigate concerns appropriately.
3. Inform parents/carers where appropriate.
4. Record incidents on CPOMS.
5. Put support in place.
6. Apply appropriate consequences and interventions.

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## **7. Monitor outcomes and conduct follow-up checks.**

Where behaviour may constitute abuse, harassment, discrimination, harmful sexual behaviour or another safeguarding concern, the matter will immediately be referred to the Designated Safeguarding Lead and managed in accordance with safeguarding procedures.

## **8. Graduated Support**

### **Level 1: Early Intervention**

*Led by the Class Teacher and Teaching Assistant*

- Clarifying concerns.
- Restorative conversations.
- Reinforcing positive behaviour expectations.
- Monitoring relationships.

### **Level 2: Targeted Support**

*Led by the Class Teacher, Phase Leader and Pastoral Team*

- Parent communication.
- CPOMS recording.
- Increased supervision.
- Pastoral support.
- Social skills and relationship support.
- Individual targets and review.

### **Level 3: Confirmed and Sustained Bullying Concerns**

*Led by a Member of the Senior Leadership Team*

- Formal monitoring.
- Parent meetings.
- Individual support plans.
- Targeted emotional wellbeing support.
- Behaviour support plans.
- Appropriate sanctions.

### **Level 4: Intensive and Multi-Agency Support**

*Led by the Designated Safeguarding Lead and Headteacher*

- Early Help or Team Around the Family support.
- External agency involvement.
- Risk assessments and safety plans.
- Multi-agency meetings.

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- Safeguarding procedures where appropriate.  
The safety and wellbeing of all children will remain paramount throughout.

## 9. Supporting Pupils

Pupils Experiencing Bullying May Receive:

- Pastoral support.
- Emotional wellbeing support.
- Friendship support.
- Check-in/check-out arrangements.
- Safe spaces and trusted adults.
- Increased supervision.
- Individual support plans.
- Safeguarding support where appropriate.

Pupils Displaying Bullying Behaviours May Receive:

- Restorative support.
- Behaviour interventions.
- Social and emotional learning support.
- Behaviour plans.
- Pastoral mentoring.
- External agency involvement where appropriate.

Support may be provided by:

- Class Teachers and Teaching Assistants
- Phase Leaders
- Members of the Pastoral Team
- Members of the Safeguarding Team
- Senior Leadership Team
- Headteacher

## 10. Roles and Responsibilities

Governors

- Monitor the effectiveness of this policy.
- Ensure appropriate systems and procedures are in place.

Headteacher

- Ensure consistent implementation.
- Monitor incidents and trends.
- Report findings to governors.

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#### Staff

- Promote positive relationships.
- Respond promptly to concerns.
- Record incidents appropriately.
- Report safeguarding concerns immediately.

#### Pupils

- Treat others with respect.
- Report concerns.
- Support a positive school culture.

#### Parents and Carers

- Support the school's values.
- Report concerns promptly.
- Work collaboratively with the school.

### 11. Monitoring and Review

The school will:

- Monitor incidents through CPOMS.
- Analyse trends and patterns.
- Monitor discriminatory incidents.
- Seek pupil and parent feedback.
- Review the effectiveness of interventions.
- Report relevant information to governors.

This policy will be reviewed every two years or sooner should national guidance, local procedures or school practice require amendment.

### Conclusion

Whitkirk Primary School is committed to ensuring that every child feels safe, respected, included and able to thrive. We will not tolerate bullying and will work together as a community to promote kindness, understanding, belonging and positive relationships for all.

**Reviewed Date:** September 2026 **Next Review Date:** July 2028

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