

Medlar with Wesham C of E School

Anti Bullying Policy

Our Christian Vision Mission Statement

We are a loving, caring, distinctively Christian family, providing an excellent education in a safe, happy environment, where every individual is valued as a child of God.

Policy Adapted: September 2026
Policy Adopted by the Governing Body: October 2026
Policy Review Date: September 2027

Aims of this Policy:

Medlar, with Wesham C of E Primary School is committed to providing a supportive, caring, and safe environment in which all children are free from the fear of being bullied for all our school community to flourish. 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 outstanding behaviour, and we consistently challenge any behaviour that falls below this through the following 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 incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded on CPOMS.

- All staff will be informed so that close monitoring of the victim and the child demonstrating bullying behaviour can begin.

- Parents of both parties will be informed, and discussions will be had with the headteacher.

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 Medlar with Wesham C of E Primary School, 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."



Our zero-tolerance response to bullying:

There is considerable evidence to show that bullying has both short term and longer-term impact 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 both in primary and secondary schools 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 demonstrate bullying behaviour need to be supported and learn different ways of behaving in a triangulated approach via pupil, parents/carers and school.

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:

- 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.



https://www.kidscape.org.uk/?gad_source=1&gad_campaignid=12612540905&gbraid=0AAAAAD1dXaoP-kGxz9wpuYTGSjQP2tpdh&gclid=CjwKCAjwkbzEBhAVEiwA4V-yqs0F9e2Hv8QinsqP-Frl87fgWAESG79TQswAuXKuzkuXORkMkoMMjxoCnhsQAvD_BwE

Preventing Bullying in Medlar with Wesham C of E Primary School:

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 behaviour we will work together to deal with the situation and to learn from what has happened.

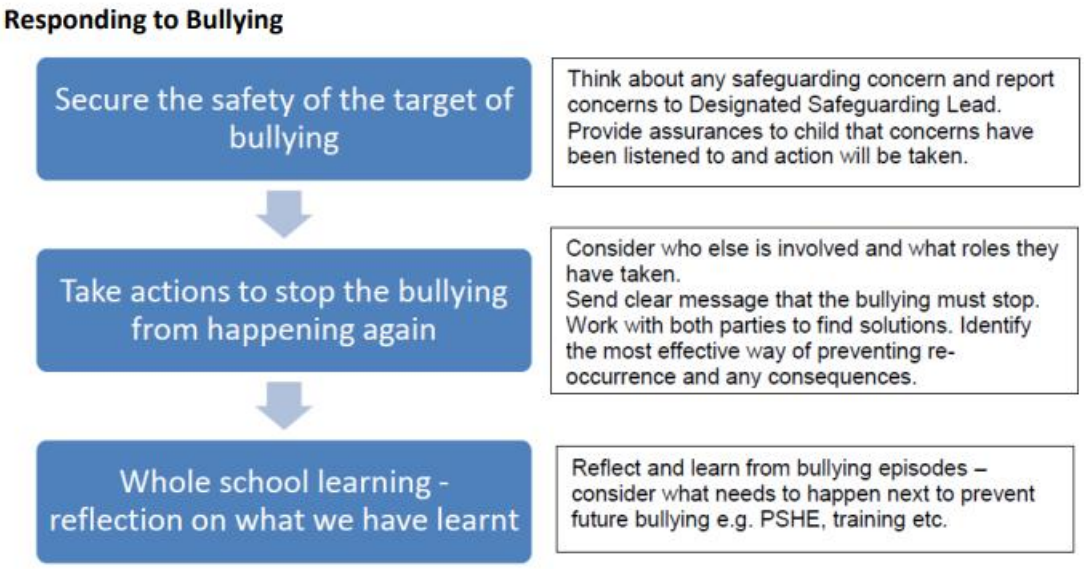
In our school we do this by:

- Involving the school community in developing our policy including a child/ pupil friendly version of our policy.
- Using Worship time, 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, embedding our Gospel Values, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff, and parents understand using our Pupil and Parent/ Carers 'Wesham Way' agreements.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, 'My Happy Mind', social and emotional learning programmes, circle time, peer mediation and restore/ repair time, and taking part in Anti Bullying Week annually.
- Secure the safety of the target of bullying through Team around the child/ren being up to date and informed via CPOMS of any issues/incidents.
- Take actions to stop the bullying from happening again. Whole school learning - reflection on what we have learnt and time for Teams around the affected children to meet and discuss.
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to 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 behaviour must stop.
- Work with both parties to find solutions and involve outside agencies to support if necessary.
- Identify the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through Computing and PSHE lessons.
- Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups.
- Ensuring playground and TA 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.
- Children are taught how to access help from outside agencies such as Childline, NSPCC and Kooth.

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
- Peers and Buddies.
- Children are taught that it is important to talk to a trusted adult if bullying behaviour is taking place outside of school including online.
- Parents are also encouraged to report concerns and bullying behaviour to class teacher. When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.



Procedures for dealing with complaints:

If a parent is not satisfied at any time with procedures regarding the reporting of or dealing with concerns/incidents of bullying then there is recourse to the Complaints Policy on our website.