



Barnett Wood Infant School

Anti-Bullying Policy 2025-26

Barnett Wood Infant School

Policy Impact Statement and Updates

Policy:	Anti-Bullying Policy
Date of review:	November 2025
Governor/s responsible:	Sophie Bloxam / Guy Bailey
Status / date of next review:	Annual - November 2026
How well has the policy achieved its purpose and outcomes?	
<p>The policy has been written and implemented to proactively create a safe and supportive environment that discourages bullying behaviour. The policy outlines strategies and initiatives aimed at fostering a culture of respect and kindness among pupils.</p> <p>The policy:</p> <ul style="list-style-type: none">• provides clear definitions of what constitutes bullying, including physical, verbal, and cyberbullying.• establishes procedures for reporting bullying incidents and the steps to be taken in response• ensures that both victims of bullying and those who engage in bullying behaviour receive appropriate support.• encourages positive behaviour and respectful interactions among pupils.• engages all stakeholders—pupils, staff, parents, and the wider community—in the anti-bullying efforts.	
Updates and/ or changes to policy:	
Nov 2025	P.3 - Paragraph added on use of Generative AI
Nov 2024	No changes to the policy

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils and or staff with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Barnett Wood Infant School

Anti-Bullying policy

Introduction

We are a school with a history of very positive behaviour by our school community. The school works hard to foster a positive school culture of tolerance and respect. We make every effort to prevent and tackle any form of bullying. This policy has advice about cyber bullying and supports **our Child Protection and Safeguarding policy**. In order to review and refresh this policy the Headteacher, staff and Governors have referred to The Anti-Bullying Alliance, UK www.antibullyingalliance.uk

Aims

The aim of this anti-bullying policy is to ensure that all pupils have the opportunity to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will be taken very seriously by everyone at the school. The Headteacher will be involved in all cases of bullying and will keep a log of these electronically. Staff or witnesses may be asked to write a report of the incident to add to the records.

School context

Although bullying has not been an issue at the school, we are not complacent and we are very much alert to the upset and anxieties this type of behaviour can cause. Our policy addresses all areas of bullying. With the children we tend not to use the word 'bullying' or 'bully' when dealing with incidents because we want the children to be specific about the actual incident when reporting it to an adult. The language we use reflects that of our Behaviour Policy which praises and highlights 'positive behaviour'. Any 'unacceptable behaviour' is dealt with promptly and sensitively by our staff. All acts of bullying will be dealt with punctually and within 48 hours of the reported incident. We do not label a child as 'naughty' or a 'bully' but we focus very much on the unacceptable behaviour presented by the child. In this way the children will have clarity about specific unacceptable behaviours eg – we do not hit, kick, call names. This policy covers how we will respond to more extreme behaviours that may have been repeated over time.

What is bullying?

The Anti-Bullying Alliance and its members have a shared definition of bullying based on research from across the world over the last 30 years. The Anti Bullying Alliance defines bullying as:

“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 behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion.
- Indirect - Can include the exploitation of individuals.

Cyber bullying

We believe that internet safety education is a crucial element of the curriculum and an essential part of children's development. We regularly discuss how useful the internet is, allowing us to find out information and communicate with others. We can play games, watch films, listen to music and talk to lots of people, some we do not know. Our message for our children at this young age is that to be safe on the internet they must use it when a parent or teacher is with them and if they find anything that upsets them or they are not sure about, to tell an adult. We tell our children that they must never give their personal details to anyone on the internet. We use various 'safe internet' companies to support our work in this area. We celebrate 'Safe Internet day' every year in an assembly, where parents are encouraged to attend because we are aware that Cyber bullying may occur between children outside of school hours.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. The culture of the school is to get to know all our children and have an awareness of their needs and behaviour in order that we can support them appropriately.

Clear messages about all types of bullying or unacceptable behaviour are given to children through our PSHE curriculum, assemblies and cross curricular topics.

Specific types of cyber bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying – all forms will be taken equally seriously and dealt with appropriately.

Generative artificial intelligence (AI)

Artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard.

Our school recognises that AI has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

Barnett Wood will treat any use of AI to bully pupils in line with this policy.

Bullying can take place between:

- children
- children and staff
- between staff
- individuals or groups

Reporting and Responding to Bullying

Our school has clear systems for reporting incidents of bullying. Staff have a formal reporting procedure and use CPOMS to log any incidents reported.

Parent/carers are asked to report any incident to the class teacher who will record details formally.

Children and young people in school

Our children are encouraged to tell an adult (teacher, member of staff, parent) if they are hurt in any way by anyone in school. This may be a physical, verbal or indirect incident. We regularly remind children that the adults in school are here to help. All adults receive regular reminders to listen to children and act on any reported issue appropriately. This is regularly discussed at staff meetings and meetings with lunchtime staff. Adults model appropriate behaviour at all times. Children are also encouraged to use class worry boxes/chatter boxes to let their teacher know they want to talk. Child friendly safeguarding posters in every classroom and communal areas remind children to talk to an adult if someone is being unkind to them.

The adult will respond by:

- Reassuring the child.
- Investigating the incident with adults/children involved or witnessed. Careful notes should be taken along with appropriate questioning.

The adult may also decide that telling the children 'social stories' which highlight expected behaviour is appropriate.

Parents/carers

Our policy states that we are approachable and happy to discuss any issues/problems a parent may have. Appointments can be made through the school office. The headteacher is usually available at short notice.

The Headteacher may investigate the incident with adults/children involved or witnessed. Careful notes will be taken along with appropriate questioning. Reporting back is also part of the process, as is checking with children that all is well.

All staff and visitors should report any incident of bullying to the Headteacher. If the bullying behaviour involves the Headteacher, the Chair of Governors should be informed.

Procedures

When adults respond quickly and consistently to bullying behavior they send the message that it is not acceptable. Research shows this can stop bullying behaviour over time.

The following steps will be taken when dealing with incidents:

- The incident will be dealt with immediately by the member of staff who has been approached or witnessed the bullying.
- A clear account of the incident will be reported to the Headteacher.
- The Headteacher will interview all concerned and will record the incident on the schools behaviour log.
- Class teachers and any other appropriate adult will be informed of the incident and the outcome of these.
- Parents will be kept informed and disciplinary measures will be used as appropriate and in consultation will all parties concerned.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with the class teacher or Headteacher.
- Reassuring the pupil that they did nothing wrong and work positively on their self-confidence.

- Asking them what we can do to make them feel safe and happy.
- Monitor their behaviour.
- Liaise with parents / carers.

Pupils who have bullied will:

- Discuss with the Headteacher or adult in charge what happened and what specific behaviour needs to change.
- Receive an explanation why their behaviour is not acceptable and agree suggestions for improvement. This may be an area where we would use 'social stories' or a class circle time to help illustrate the wrong and right behaviour.

The following disciplinary steps can be taken:

1. A verbal warning that this behaviour must not be repeated along with the appropriate explanations.
2. A time out session – this could be anything from a part of playtime, to whole playtimes depending on the severity or frequency of the bullying.
3. Supervision by a member of staff. The child may go outside during playtimes but needs to stay with an adult.
4. Involvement of Professional (eg behaviour therapist).
5. Minor fixed-term exclusion (for repeated incidents).
6. Major fixed-term exclusion.
7. Permanent exclusion.

NB. There may be some examples of inappropriate behaviour which may warrant moving straight to step 3.

Curriculum links

Within the curriculum the school will raise the awareness of the nature of bullying through PSHE, SMSC, circle time, resources, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour but more importantly to promote positive, supportive behaviours.

Strategies for Preventing Bullying

As part of our on-going commitment to the safety, protection and welfare of our children, we at Barnett Wood Infant school have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

Resources will focus on prevention in order that nobody has to experience bullying behaviour.

- A strong PSHE curriculum which addresses many emotional and behavioural ideas/issues. We use Jigsaw PSHE curriculum and the topic of bullying is built into the unit called 'Celebrating Differences'.
- Promote a healthy life approach through our healthy school policy and actions. This includes emotional wellbeing.
- We have a child friendly anti-bullying policy which is regularly shared with the whole school, with their comments recorded (see Appendix 1).
- Take part in Anti bullying week by promoting kind playground behaviour (at Barnett Wood we call this 'Kindness Week').
- Explore citizenship ideas and what makes a good friend, class, school.
- Specific curriculum input on areas of concern such as Cyber bullying and internet safety. Children may not use the internet at school without an adult in the room.

- Pupil voice is always sought when referring to updating or reviewing school/classroom rules.
- Our parent audit asks if the child is happy at school. We will note any comments and respond appropriately on the audit which address behaviour.
- Peer buddying is considered and a circle of friends may be set up.
- Parent information events provide opportunities to address how unacceptable behaviour is dealt with.
- Staff training and development for all staff is ongoing in order to help staff intervene consistently and appropriately.

- The requirement for all new staff to read specific policies including Behaviour and Child Protection and Safeguarding.
- 'Restorative Justice' may be used if we feel these young children can cope with the challenges this brings. In our setting it may be a 'sorry' or a letter of apology. This will depend on the background to the incident.

Links with other policies

Behaviour Policy

Child Protection and Safeguarding Policy

Online Safety Policy

Equality Information and Objectives Policy

PSHE Policy

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.



Barnett Wood Infant School

Child Friendly Anti-Bullying Policy



Barnett Wood Infant School is a friendly, caring place. We do not agree with bullying and think that everyone has the right to feel happy and safe in school.

What is bullying?

Bullying is deliberately unkind behaviour which;

- is repeated over time.
- is deliberate, not accidental.
- is unequal (the person bullying has some sort of power over the person being bullied).

It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Bullying can be...

Physical



Verbal



Relational

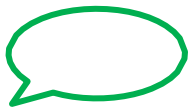


Cyber



What should you do if you are being bullied?

What should you do if you see someone being bullied?



Tell a grown-up straight away
Tell the bully to stop!



What do the adults and children do to stop bullying?

We have an anti-bullying week every year in school.

We learn about what bullying is and what we should do if it happens to us.

We learn the difference between mean, rude, unkind and bullying behaviour.

We follow our school rules and values.

The adults in school look out for bullying and listen to anyone who is being bullied.

We tell an adult if we are being bullied.

We tell an adult if we know someone else is being bullied.