



Anti-Bullying Policy



School Name	Witchampton First School
Governing Body Approval	See by LSC not enough attending to approve Nov and Feb meetings
Review Date	November 2026
Relevant Legislation	Written with reference to the Equality Act 2010.
Read Alongside	This policy should be read alongside our policies on Behaviour, Safeguarding, and Special Educational Needs (SEN) policies
Anti-Bullying Lead	Senior member of staff: Sarah Fairman

This policy has been developed and implemented in consultation with the whole school community, including pupils (via the School Council).

1. Introduction and School Vision (Statement of Intent)

At **Witchampton C of E First School**, we are dedicated to providing an excellent education to all of our pupils whilst also promoting their spiritual, moral, social, and cultural development (SMSC). Grounded in the biblical truth that every individual is uniquely created in the image of God (**Genesis 1:27**), we are passionate about our Christian distinctiveness and seek to provide a holistic education that allows our pupils to discover their unique gifts and use them to make a positive difference in the world. Our children are encouraged to develop and grow in a supportive and nurturing environment.

Our Commitment

Witchampton C of E First School is committed to providing a supportive, caring, and safe environment in which all children are free from the fear of being bullied. We take bullying and its impact seriously. Inspired by the command to *"speak up for those who cannot speak for themselves"* (**Proverbs 31:8**), bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

This policy reflects our commitment to ensuring that every member of our school community can **"Shine like stars in the sky"** (**Philippians 2:15**). We actively promote our Christian distinctiveness by encouraging our pupils to explore their faith and develop their understanding of the world around them, ensuring our actions align with the core Christian principle: *"Treat others the way you want to be treated"* (**Matthew 7:12**).

2. Our Values and Anti-Bullying

Our core Christian values of **Love, Courage, and Inspiration** (underpinned by **Ephesians 5:2**) form the foundation of our anti-bullying ethos. We encourage all pupils and staff to demonstrate these values daily to prevent and address bullying behaviour.

Value	Biblical Anchor	Anti-Bullying Application
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 **Love** *"Love one another as I have loved you."* We commit to showing compassion, kindness, and respect to all. Love means actively celebrating our differences as God-given and refusing to participate in actions that hurt, exclude, or diminish others.

(John 13:34)

 **Courage** *"Be strong and courageous... do not be afraid."* We encourage the courage to be an 'upstander,' not a bystander. Courage means speaking up against injustice, seeking help when needed, and standing in solidarity with those who are being bullied.

(Joshua 1:9)

 **Inspiration** *"Let your light shine before others."* We inspire others by modelling positive behaviour, showing leadership, and fostering a culture where every pupil feels valued. Inspiration means using our unique, God-given gifts to support and uplift our peers.

(Matthew 5:16)

3. Definition of Bullying

We recognise that many children will experience conflict in their relationships, and we are committed to developing empathy, grace, and the skills to manage relationships peacefully (**Romans 12:18**).

At Witchampton C of E First 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 (Several Times On Purpose - STOP).

Bullying is **not** a one-off argument, accidental unkindness, or a temporary falling out between friends, but a persistent pattern of behaviour intended to cause harm.

4. Types of Bullying and Vulnerable Groups

Bullying can be targeted against an individual or groups and can take many forms. We pay particular attention to prejudice-based bullying, which targets pupils based on protected characteristics, recognizing that *"there is no favoritism with God"* (James 2:1).

Categories of Bullying

- **Physical:** Hitting, kicking, pushing, taking or damaging belongings.
- **Verbal:** Name-calling, sarcasm, spreading rumours, teasing, or using derogatory language.
- **Indirect/Social:** Deliberately excluding others, tormenting, or writing unkind notes.
- **Extortion:** Demanding money or goods with threats.
- **Cyberbullying:** Misuse of technology (e.g., photos, videos) or online social media, messaging, and gaming apps.

Prejudice-Based Bullying (Equality Act 2010)

- **Racist:** Racial taunts, graffiti, or gestures (**Galatians 3:28**).
- **Sexual:** Unwanted physical contact or sexually abusive comments.
- **Homophobic, Biphobic, or Transphobic (HBT):** Bullying because of a person's sexuality or gender identity (or perceived sexuality/identity).

Vulnerable Groups

National research shows that some groups of pupils are particularly vulnerable to bullying. Witchampton C of E First School provides focused care and support for these groups, including pupils with SEND, looked after children (CLA), young carers, pupils from minority ethnic groups or faiths, and those perceived to be LGBT.

5. Prevention: Promoting a Holistic and Nurturing Environment

We believe that preventing bullying is the shared responsibility of the whole school family (**1 Corinthians 12:26**). We achieve this through:

- **Positive Ethos:** Cultivating an environment based on respecting and celebrating all types of difference, ensuring everyone feels empowered to *"Shine like stars."*
- **Skill Development:** Embedding character education that develops empathy, social skills, and emotional understanding (e.g., PSHE, circle time, and playground buddies).
- **Staff Training:** Offering continuous professional development to all staff—including lunchtime supervisors—around identifying, preventing, and responding to bullying (*Staff meeting training completed with Dorset EP Service, January 2026*).

- **Digital Wisdom & E-Safety:** Raising awareness of online safety and digital citizenship, teaching pupils to navigate the online world with wisdom and integrity (**Proverbs 4:5–7**).
- **Worship and Reflection:** Designing Collective Worship around themes of forgiveness, grace, reconciliation, and love, explicitly linked to our core values.
- **Relational Conflict:** Helping pupils distinguish between everyday relational conflict and bullying through our **HeartSmart** curriculum ("*Don't Rub It In, Rub It Out!*").

6. Procedures for Responding to Bullying

Reporting an Incident

We encourage anyone who experiences or witnesses bullying to report it immediately. Pupils are taught that speaking up is an act of courage:

- **A Trusted Adult:** Teachers, teaching assistants, lunchtime supervisors, or office staff. Staff are trained to **LISTEN and BELIEVE**.
- **Class Worry Boxes:** Available in every classroom for children who prefer to write down their concerns.

Investigation and Resolution

All reported incidents are investigated promptly, sensitively, and through the lens of restorative grace (**Ephesians 4:32**):

1. **Immediate Action & Safeguarding:** Secure the safety of the target of bullying. Address any immediate safeguarding concerns and report them to the Designated Safeguarding Lead (DSL). Reassure the child that they have been heard and action will be taken.
2. **Fact-Finding:** The investigating staff member will speak separately to all parties involved (target, witnesses, and alleged perpetrator) to establish the facts calmly and fairly.
3. **Recording:** The staff member must log a concern on *MyConcern* and *Arbor* as soon as possible and notify the DSL.
4. **Resolution & Restorative Justice:** The school will send a clear message that bullying must stop. Disciplinary steps will be taken alongside restorative practices—ensuring the perpetrator understands the impact of their actions, takes accountability, and makes amends (**Colossians 3:13**).
5. **Follow-Up:** Regular check-ins will be conducted with the target to ensure they feel safe, supported, and confident that the bullying has ceased.

All actions will align with our school Behaviour Policy.

7. Procedures for Parents and Carers

Parents and carers are essential partners in our school community (**Ecclesiastes 4:12**).

- **Reporting Concerns:** If you have concerns about your child, please speak to their class teacher immediately. The Headteacher is always informed of bullying concerns and monitors situations closely.
- **Escalation:** If you feel unable to speak to the class teacher, you may request an appointment directly with the Headteacher or the Anti-Bullying Lead (Sarah Fairman).
- **Non-Confrontation:** Parents must not directly confront an alleged bully or their parents. This can escalate distress for the children involved. The school will handle all investigations and parent communications directly.
- **Updates:** Parents will be kept informed of the steps taken by the school to resolve issues.
- **Complaints:** If parents feel a concern has not been adequately addressed after consulting the Headteacher, they should refer to the school's formal **Complaints Policy**.

"Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace." — **Ephesians 4:2–3**