



George Washington
Primary School

Anti-Bullying Policy

Approval: November 2025

To be reviewed: by December 2026

Anti-Bullying

At George Washington Primary School, we are committed to providing a caring, safe and friendly environment for all our children so that they can learn and play in a relaxed and secure environment and learn to the best of their potential. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all cases of bullying seriously.

Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities regarding the eradication of bullying in our school.

What is Bullying?

There is no legal definition of bullying. *Kidscape* describe bullying as '*any behaviour that is intended to hurt, is repeated and where there is an imbalance of power (or it is hard for the person on the receiving end to defend themselves.*'

Meanwhile, the Anti-Bullying Alliance and its members have an agreed shared definition of bullying based on research from across the world over the last 30 years.

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.'

(Anti-Bullying Alliance).

There are four key elements within these definitions:

hurtful
repetition
power imbalance
intentional

Bullying behaviour can be:

Physical Bullying

This kind of bullying includes a range of aggressive behaviours in which one person aims to cause bodily harm to another person.

- *pushing, poking, kicking, hitting, biting, pinching etc.*

Verbal Bullying

It is often said that 'words will never hurt you.' However, if you have been on the receiving end of verbal bullying, including cruel words or scary threats, this can undeniably be very hurtful.

- *name calling, sarcasm, spreading rumours, threats, teasing, belittling.*

Emotional Bullying

In emotional bullying, children use friendship and the threat of taking away their friendship to hurt others. It can also involve a range of other behaviours designed to make the person on the receiving end feel worthless.

- *isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.*

Online/Cyber

This specific form of bullying involves technology. Cyberbullying can be especially destructive because of how quick cruel messages can be spread to others, and how long they can remain in the public domain.

- *posting on social media, sharing photos, sending nasty text messages, social exclusion*

Sexual

Sexual bullying can involve verbal or physical actions towards a victim or involve a cyber element with online pictures or videos being used.

- *unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.*

Indirect

- *can include the exploitation of individuals*

As a school, we take our responsibilities under the Equality Act 2010 very seriously. As a part of this, we seek to eliminate any discrimination or harassment on grounds of disability, race, religious belief, gender, pregnancy, or sexuality. School has a progressive and planned PSHCE/RSE curriculum which ensures that children in all key stages are educated about these protected characteristics. They are taught that everyone is equal no matter who they are and are aware that there are consequences for actions that are discriminatory. Any such actions are recorded and school checks records regularly to spot any trends developing. If a worrying trend is found, then school will immediately put a plan in place to address it.

Bullying and Keeping Children Safe

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989 (Department for Education, England).

School takes bullying very seriously and considers it a form of child-on-child abuse. On certain occasions, it would be appropriate for the school's safeguarding policy to be consulted (e.g. if a child has been physically or sexually assaulted or has assaulted another child; if a child has been subject to threats of harm; if a child's mental or physical health has been seriously impacted)

The Role of the Governors

The Local Governing Body (LGB) supports the Head of School in all attempts to eliminate bullying from our school.

This policy statement makes it very clear that the LGB do not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The local governing body monitor the incidents of bullying that occur, and review the effectiveness of the school policy regularly.

The board of trustees require the Head of School to report to the governors on request about the effectiveness of school anti-bullying strategies.

The Role of the Head of School

It is the responsibility of the Head of School to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Head of School reports to the board of trustees about the effectiveness of the anti-bullying policy on request.

The Head of School ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head of School draws the attention of children to this fact at suitable moments. For example, during assembly and through our PSHCE/RSE curriculum.

The Head of School ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head of School sets the school climate of mutual support and praise for success so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of the Teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They report all incidents to the Head of School.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head of School, the school informs the child's parents.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. Class teachers report this to the Head of School (or, in their absence, the Deputy Headteacher or Assistant Headteacher) without delay, to ensure that the appropriate strategy is put in place. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has been bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, we inform the Head of School and the SENDCo. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head of School may contact and refer the case to external support agencies such as Social Care or Behaviour Support.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The Role of Parent/Carers

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and Review

The Head of School monitors the effectiveness of this policy on a regular basis.

This policy is reviewed annually; however, it may be reviewed earlier than this if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

FURTHER INFORMATION, SUPPORT AND HELP

There is a lot of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

| Name of organisation | Telephone | Website |
|------------------------------------|---------------------------------------|--|
| Act Against Bullying | N/A | www.actagainstbullying.org |
| Anti-Bullying Alliance (ABA) | N/A | www.anti-bullyingalliance.org.uk |
| Family Lives | 0808 800 2222 | www.bullying.co.uk |
| National Bullying Helpline | 0300 323 0169 | www.nationalbullyinghelpline.co.uk |
| Antibullying Pro - The Diana Award | Text DA to 85258 | www.antibullyingpro.com/ |
| NSPCC (Childline) | 0800 1111 | www.nspcc.org.uk |
| Kidscape | 020 7823 5430 (parent advice line) | www.kidscape.org.uk |