

## Anti-Bullying Policy

Our vision is '**Let your light shine**'. The rainbow symbolises God's unconditional love for each individual. We seek to reflect that light in all we do: in our community, both local and wider, our communication, both word and action, with curiosity and courage, and with care and compassion for everyone, inspiring a love of learning.

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to 'let their light shine' in a loving and inclusive community.

We are committed to enabling every child and adult to flourish academically, socially, emotionally and spiritually. Bullying is contrary to our Christian vision because it damages dignity, relationships and wellbeing. Therefore, bullying is never acceptable and will always be challenged.

### Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where everyone is treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations, and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

### What Is Bullying?

As defined in '**Flourishing for All**' – Anti-Bullying Guidance for Church of England Schools' (September 2024- updated April 2025).

Everyone in our school has the right to feel safe, valued, and respected. Each person is precious and made in the image of God, so we must treat one another with dignity, even when we disagree or are different. 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.

### Bullying is behaviour that is:



Bullying can happen to any child and can take many forms, including:

- Physical bullying – hitting, pushing or hurting
- Verbal bullying – name-calling, teasing, threats
- Emotional bullying – exclusion, isolation, spreading rumours
- Online bullying – unkind messages, images or videos (cyberbullying)
- Prejudice-based bullying – related to race, religion, disability, gender, sexuality or family circumstances
- Sexual harassment or harmful sexual behaviour (never tolerated)

## **Bullying or Bugging?**

We recognise that children of all ages experience friendship difficulties and conflict. Not all unkind behaviour is bullying.

### **Bugging:**

- A one-off or short-term unkind behaviour
- Often linked to poor choices or misunderstandings
- Can usually be resolved with support and guidance

### **Bullying:**

- Repeated and deliberate
- Creates fear, distress or harm
- Always requires adult intervention
- Children are taught this distinction in an age-appropriate way from EYFS through to KS2.

## **What should children do?**

If something unkind happens:

- If it feels unsafe, upsetting or keeps happening – tell an adult straight away
- If it is a one-off issue – children are encouraged to use the DEBUG steps

## **The DEBUG Steps**

**D** – Decide to ignore

**E** – Exit (walk away)

**B** – Be friendly (use kind, respectful words)

**U** – Use firm talk (clear and calm)

**G** – Get adult help

Children are always reminded that they can move straight to “Get adult help” at any stage if they feel worried, unsafe or unsure. (See Appendix B for DEBUG information).

## **What should parents or carers do if they feel their child is being bullied?**

If you are concerned about bullying:

- Listen calmly and reassure your child
- Contact the class teacher as the first point of contact
- Allow school time to investigate, support and respond
- Continue to communicate with school if concerns remain

## **Parents and carers should not:**

- Approach other children or parents directly
- Encourage children to respond with unkind or aggressive behavior
- We value strong partnerships with families and believe working together supports the best outcomes for children.

## **How Our School Responds to Bullying**

In line with our Christian ethos and safeguarding responsibilities and in line with our behavior policy, we will:

- Listen carefully and take all concerns seriously
- Interview the victim, alleged perpetrator and witnesses separately
- Support the child who has been bullied so they feel safe and valued
- Support the child who has caused harm to reflect, take responsibility and change behavior
- Record and monitor incidents to identify patterns through CPOMS
- Communicate clearly with parents and carers

Our responses focus on restoration, reconciliation and forgiveness, while maintaining clear boundaries and consequences.

Consequences may be used where necessary to protect others and promote positive change which are outlined in our School Behaviour Policy.

## **Governors**

We expect that governors will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

## **Bullying outside of school**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber-bullying in particular means that it can impact on pupil's wellbeing beyond the school day. Staff, parents and carers and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

## **Preventing Bullying and Promoting Flourishing**

We actively work to prevent bullying through:

- High-quality PSHE, RSE and RE teaching across all key stages
- Collective worship that promotes dignity, respect, justice and compassion

- Staff training and consistent expectations
- Pupil voice, peer support and positive play initiatives
- Anti-Bullying Week and ongoing awareness activities

## **A Shared Commitment**

At Winslow Church of England School, we are a community where everyone is encouraged to:

- Treat others with honesty, kindness and respect
- Learn from mistakes and forgive one another
- Love learning in a safe and nurturing environment
- Flourish as individuals and together
- Let our light shine

## **Help Organisations FOR:**

|                                          |                                                                  |
|------------------------------------------|------------------------------------------------------------------|
| Advisory Centre for Education (ACE)      | 020 7354 8321                                                    |
| NSPCC                                    | <a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>           |
| Childline                                | <a href="http://www.childline.org.uk">www.childline.org.uk</a>   |
| Young Minds:                             | <a href="http://www.youngminds.org.uk">www.youngminds.org.uk</a> |
| Young Carers                             | <a href="http://www.youngcarers.net">www.youngcarers.net</a>     |
| Children's Legal Centre                  | 0845 345 4345                                                    |
| KIDSCAPE Parents Helpline (Mon-Fri 10-4) | 0845 1 205 204                                                   |
| Parentline Plus                          | 0808 800 2222                                                    |
| Youth Access                             | 020 8772 9900                                                    |
| Bullying Online                          | <a href="http://www.bullying.co.uk">www.bullying.co.uk</a>       |

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

## **Policy Monitoring and Review**

This policy will be reviewed every year in addition to a review as a result of any incidents that occur.

Policy reviewed and updated April 2026.

## Appendix A - Types of Bullying (not limited to)

### Sexual Violence and Sexual Harassment

We recognise that sexual violence and sexual harassment could happen at Winslow Church of England School, and we are therefore determined to address any inappropriate behaviour to ensure everyone is respected and feels safe in our school. We operate a zero-tolerance approach; sexual violence or harassment is never acceptable and will not be tolerated or downplayed.

We recognise that different groups of children may be more vulnerable to abuse than their peers, including SEND pupils, LGBTQ, CP/CIN or CLA and that sexual harassment may occur online as well as offline, in school or outside school, between children of the same sex or opposite sex.

Our approach to Sexism and Sexual Harassment is part of a broader approach to safeguarding. All victims will be reassured that they are being taken seriously and that they will be supported and kept safe. No child will ever be made to feel ashamed for making a report or that they are creating a problem for our school.

In order to minimise the risk of any peer on peer abuse taking place, we:

- Deliver RE/RSE/PSHE to include teaching pupils about how to keep safe and understanding what acceptable behaviour looks like (SCARF Scheme of Work).
- Use lessons and assemblies to help children understand in an age appropriate way, what abuse is and encourage them to tell a trusted adult if someone is behaving in a way that makes them feel uncomfortable.
- Ensure that pupils know that all members of staff will listen to them if they have concerns and will act upon them.
- Have systems in place for any pupil to be able to voice concerns.
- Develop robust risk assessments if appropriate.

As with all safeguarding concerns, our staff will record a concern on CPOMS and report directly to the DSL who will deal with the incident in line with DfE Guidance and school policies. (This includes seeking additional support from Early Help, Children's Social Care or the police as appropriate). Where there has been any report of sexual violence or sexual harassment, immediate consideration will be given as to how best support and protect both victim and alleged perpetrator (and any other children involved or impacted).

At Winslow Church of England School we recognise that taking disciplinary action whilst still providing appropriate support are not mutually exclusive actions; they can and should take place at the same time if necessary.

## **Bullying, including cyber-bullying (please refer to E-Safety Policy).**

Teachers should also note any changes in behaviour, including learning habits, as potential indicators of a change in the child's circumstances, for example: bullying or abuse (as set out in our Child Protection Policy). Once an accusation of bullying has been made, it will be investigated promptly, and fully involving all parties.

Once an allegation of bullying is verified, teachers should:

- Report it to the Headteacher as the Designated Safeguarding Lead.
- If proven to be persistent and severe (causing significant distress and impeding learning), the Headteacher will take over managing the situation and put in place appropriate sanctions, as well as exploring potential indicators behind the perpetrator's behaviour.
- If proven to be in its infancy, the class teacher should speak to the children involved, taking notes and monitor the situation.
- If the situation persists, support from the Behaviour Lead and Deputy Headteacher as well as parental involvement is required.

## **Derogatory language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the use of derogatory language using CPOMS.

## **Prejudice based incidents**

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. Any such prejudice-based incidents are taken seriously and recorded and monitored in school, with the Headteacher regularly reporting any such incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

## Appendix B - DEBUG Initiative

### **‘Bullying’ or ‘Bugging’? – A guide for using the ‘DEBUG’ System**

The **DEBUG** system is a method to equip children with a series of steps they can use to solve problems when another child is **‘bugging’** them rather than **‘bullying’** them.

#### **How to Deal with ‘Bugging’**

The **DEBUG** System assists children in establishing boundaries, becoming assertive and promoting self-management - It is ideal for children in KS1 and KS2.

We can use the acronym, **DEBUG**, to help children remember the following five steps when another child is bothering or ‘bugging’ them:

Step 1 **D** – **Decide** to ignore.

Step 2 **E** – **Exit**, walk away.

Step 3 **B** – **Be friendly**, use friendly words.

Step 4 **U** – **Use** firm talk (no yelling).

Step 5 **G** – **Get** adult help.

#### **When children are at Step 3 (B – Be friendly, use friendly words)**

Children should consider using the following sentences. When talking children should use a friendly voice:

- I feel (feeling words) when (what the other person is doing).
- Please (what you want to happen).

#### **When children are at Step 4 (U – Use firm talk, no yelling)**

Children should consider using the following sentences. When talking children should talk firmly (no yelling):

- I really don’t like (what the other person is doing!)
- Stop it, I don’t like it!

#### **When children are at Step 5 G – Get adult help.**

- These 5 DEBUG steps help define an adult’s role; children are all made aware they should without any hesitation, consult an adult after they have attempted to resolve their issues with another child using they first 4 steps if they feel they are being ‘bugged’ or annoyed by another child.



- If children feel at any stage uncomfortable with the 'bugging' they are experiencing or if they feel they need additional support, they are always recommended to move straight to Step 5 to find adult help and support.

All children have been introduced to the **DEBUG** system during assembly time and classroom discussion.

Pupils will be advised of how to use the five **DEBUG** steps when another child is annoying them or 'bugging' them.