



Wilcombe Primary School

Anti-Bullying Policy

March 2026

Our Commitment

As highlighted by our vision and values, where learning for life means that we:

- Celebrate Diversity; knowing that everyone has unique talents
- Have a school culture where everyone is welcome; where we give our best to help others
- Are ambitious and want all children to flourish, growing in confidence and continually making progress towards ambitious goals.

At Wilcombe, every child has the right to feel safe, respected, and be able to flourish. We recognise that bullying can happen anywhere, but our school community is united in preventing it, identifying it quickly, and responding effectively. This policy is reviewed annually with input from a variety of stakeholders.

Bullying Definition

Bullying is repeated, intentional behaviour that causes harm—physical, emotional, or social—where there is a perceived power imbalance.

This may include, but is not limited to:

- Verbal: name-calling, insults, threats, discriminatory language
- Physical: hitting, pushing, unwanted or inappropriate touch
- Social/relational: spreading rumours, exclusion, humiliation
- Online/cyberbullying: harmful messaging, image sharing, or harassment on any device, in or out of school

Prejudice-based bullying includes: racist, sexist, homophobic, biphobic, transphobic, faith-based, and disablist behaviours, as well as bullying related to appearance, health, family circumstances, or SEND.

Preventing Bullying: Our School Culture

Through our school vision, values and rules, we create a culture where kindness and respect are actively taught and modelled.

We:

- Teach pupils to recognise unkind behaviour and the definition of bullying, be assertive, and seek help (The 3 S's see Appendix 1)
- Challenge name-calling, disrespect, and unwanted contact immediately
- Offer safe spaces at break and lunch for pupils who need them
- Communicate with children and staff to identify and respond to "hot spots" and reduce risks through supervision and environment design
- Celebrate diversity through curriculum, assemblies, and pupil-led activities
- Work with families to set clear expectations for behaviour, including online conduct

Reporting Bullying

Anyone (pupil, parent, or staff member) can report concerns at any time. Pupils can report directly to any trusted adult. Parents can contact the class teacher or senior leaders, who are available each day on the gates, playground or classroom doors. Any concerns are logged on our online monitoring system for information sharing, prior to investigation.

Our Response

When bullying is reported, we follow our 'bullying protocol' (see appendix 2)

This includes:

1. Listening to all pupils involved, including meetings alongside their parents where appropriate.
2. Investigating promptly and sensitively
3. Recording incidents to identify patterns and plan support
4. Act to stop the bullying and prevent recurrence
5. Support the pupil who has experienced bullying
6. Educate and support the pupil displaying the bullying behaviour, addressing underlying causes and restoring relationships wherever possible
7. In serious cases, we may involve:
 - Senior colleagues from with The Harbour School's Partnership
 - External agencies (e.g., police, children's services)

We will also support parents and carers to address and respond to bullying which takes place outside school hours and staff will be made aware to be vigilant for any in-school behaviours.

Roles and Responsibilities

- **Staff** challenge bullying, model kind behaviour, listen carefully and act on concerns, seeking advice from senior leaders as required.
 - **Pupils** are encouraged to speak up, be inclusive, and act as positive bystanders.
 - **Parents** work in partnership with the school to support respectful behaviour and behave courteously in meetings and towards staff and pupils.
 - **Leaders** monitor patterns, review policy annually, and ensure practice is consistent and effective.
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Review and Visibility

This policy is reviewed annually and shared through pupil-friendly displays, assemblies, curriculum and classroom discussions so that it remains a living document.



Choose Respect



School Rule: Be Respectful

Everyone is welcome at Wilcombe



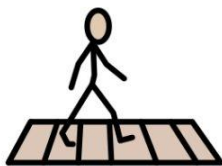
School Value: Diversity

We celebrate difference.

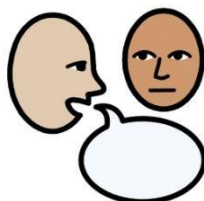
3 Steps to Remember



1. Stop



2. Step Away



3. Speak to an adult

Wilcombe

Bullying Protocol



At Wilcombe we recognise that, sometimes, children require additional support to manage their relationships with others. We are committed to treating both parties fairly, ensuring they are listened to and their wellbeing is prioritised throughout the process. However, where bullying is investigated and identified, there will be zero tolerance approach so that all of our children can learn and grow happily and safely.

