



Woodend Farm school
Kindness comes in many forms

Anti-Bullying Policy

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RECORD OF POLICY AMENDMENT / HISTORY

Version / Issue	Author	Date	Reviewed/ Approved By Governors	Reason for Change
1	Gemma Quantrill	08/08/22	26/01/2023	New Policy
1.1	Nicola Overland	31/10/2023	08/11/23	Annual updates
1.2	Nicola Overland	08/10/2024		Annual review and updates
1.3	Gemma Quantrill	29/09/2025	30/09/2025	Annual review and updates
1.4	Gemma Quantrill	10/10/25	30/09/2025	Amendment to job titles

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1. Statement of Intent

This policy aligns with the statutory guidance outlined in *Keeping Children Safe in Education (2025)* and reflects the principles of the *Children's Wellbeing and Schools Bill*, including safeguarding, online safety, and inclusive education.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Woodend Farm School. If bullying does occur, all pupils should be able to report it to a member of Woodend Farm School staff and know that incidents will be dealt with promptly and effectively. We are a TELLING school. Anyone who knows or suspects that bullying is happening is expected to tell the staff.

2. What is bullying?

Bullying is the use of aggression with the intention of hurting another person, generally sustained over a period. Bullying may also be discriminatory in nature, targeting protected characteristics such as race, disability, gender identity, sexual orientation, or religion. Woodend Farm School is committed to fulfilling its Public Sector Equality Duty under the Equality Act 2010.

Bullying results in pain and distress to the victim.

Bullying can be:

- Being unfriendly (e.g. excluding, tormenting, hiding books)
- Emotional (e.g. threatening gestures)
- Physical (e.g. Pushing, kicking, hitting, punching or any use of violence racial taunts, graffiti, gestures)
- Sexual (e.g. Unwanted physical contact or sexually abusive comments / Homophobic language because of, or focusing upon the issue of sexuality)
- Verbal (e.g. Name-calling, sarcasm, spreading rumours, teasing)
- Cyber (e.g. Mobile threats by text messaging and calls. Misuse of associated technology i.e., camera and video facilities.)

3. Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Woodend Farm School have a responsibility to respond promptly and effectively to issues of bullying.

4. Objectives of this Policy

- All governors, senior leaders, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.



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- All governors, senior leaders, teaching and non-teaching staff should know what Woodend Farm School policy is on bullying and follow it when bullying is reported or suspected.
- All pupils and parents should be familiar with the Woodend Farm School bullying policy and the steps they should take if bullying occurs.
- Woodend Farm School takes bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying of any form will not be tolerated.

5. Signs and Symptoms

The following signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated: Staff will be vigilant and notice if a child:

- is frightened of going in a taxi to or from Woodend Farm.
- doesn't want to go on the mini bus / public bus
- begs to be driven to Woodend Farm School by parents
- changes their usual routine
- is unwilling to go to Woodend Farm School
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night
- has nightmares
- feels ill before attending a lesson
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- > is nervous & jumpy when a cyber-message is received
- > displays unusual behaviour.

6. Prevention

We will use Essex Steps methods and our school's Thrive Approach for helping pupils to prevent bullying. Our approach is trauma-responsive, recognising that behaviour may be a communication of unmet needs. Restorative practices are used to rebuild relationships and support healing.

Our strategies include:



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- School rules explained to pupils on induction and a copy given to parents/carers.
- Expectations clearly displayed around school for students to access at all times.
- Through the curriculum - PSHE, thrive programme, mentoring intervention.
- Having discussions about bullying and why it matters.
- Using a range of interventions to deal with behaviour that may lead to bullying.
- Specific events such as anti-bullying week – with discrete teaching and learning around bullying

7. Procedures

All staff, including volunteers and contractors, are responsible for identifying and reporting bullying. Low-level concerns will be recorded and monitored to prevent escalation.

1. Report any alleged bullying incidents to staff.
2. All allegations regarding bullying will be recorded by staff on CPOMS and / Arbor and immediately investigated by the designated safeguarding lead within the senior leadership team.
3. Parents/carers will be informed and requested to attend a meeting to discuss the alleged problem. If the parents/carers are unable to attend the meeting, the appropriate designated safeguarding officer and another member of the senior leadership team will go to the home to do the meeting.
4. If necessary and appropriate, incidents will be reported to the Police.
5. The bullying behaviour or threats of bullying must be investigated, and appropriate actions taken to eliminate all bullying immediately.
6. Clear actions will be taken with the intention of eliminating any bullying to help the bully/bullies change their behaviour,

8. Outcomes

Once investigated, if found to have transgressed and be judged to have bullied, the bully will be educated on an individual basis for a set period of time, with the clear aim of ensuring that such behaviour is not repeated. Assessment will be conducted to ensure that the perpetrator has appropriately learnt the errors of his/her behaviour. That the bully fully understands the impact of his/her bullying actions and the effects of such bullying before any informed consideration is taken by leaders of his/her reintegration back into the school community.

- If necessary, changes to the timetable will be made to ensure victim is protected and supported.
- If judged appropriate, consideration will be given on how to continue education for the perpetrator. This may not be possible dependent on the perpetrator's subsequent behaviour.
- Throughout, all efforts will be made by senior leaders, teachers and staff to fully secure remediation and reconcile the bully/ bullies with their victim/s. Where appropriate, restorative conversations will be facilitated to promote understanding and reconciliation between pupils.
- After the incident / incidents have been investigated and dealt with, each individual judged to have bullied will be closely monitored to ensure the bullying is not repeated.



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9. Cyber Bullying

Cyberbullying, along with all other forms of bullying, will not be tolerated at Woodend Farm School.

Woodend Farm school will try and prevent and address cyber bullying by:

- Ensuring that pupils understand what it is and what to do if they become aware of it happening to them or others. We will ensure that pupils know how they can report any incidents and are encouraged to do so, including where they are a witness rather than the victim.
- The school will actively discuss cyber-bullying with pupils, where applicable, explaining the reasons why it occurs, the forms it may take and what the consequences can be. Class teachers will discuss cyber-bullying with their class groups.
- Teaching staff are also encouraged to find opportunities to use aspects of the curriculum to cover cyber-bullying. This includes personal, social, health and economic (PSHE) education, and other subjects where appropriate.
- All governors, senior leaders, teaching, non- teaching staff receive training on cyberbullying, its impact and ways to support pupils, as part of safeguarding training.
- The school also sends information/leaflets on cyber-bullying to parents so that they are aware of the signs, how to report it and how they can support children who may be affected.
- In relation to a specific incident of cyber-bullying, the school will follow the processes set out in this policy. Where illegal, inappropriate, or harmful material has been spread among pupils, the school will use all reasonable endeavours to ensure the incident is contained. The DSL will follow the child protection policy and report any material that are deemed illegal to the police and refer into Essex family operation hub.
- Staff will be trained to identify and respond to emerging online risks including misinformation, radicalisation, and peer-to-peer exploitation. Pupils will be educated on safe digital behaviour and reporting mechanisms.

10. Help Organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk



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- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: <https://carers.org/about-us/about-young-carers>
- The Restorative Justice Council: <https://restorativejustice.org.uk/restorative-practice-schools>

11. Monitoring and Review

This policy will be reviewed annually by the senior leadership team. Monitoring will include pupil voice, incident data, and staff feedback. The impact of anti-bullying measures will be evaluated to ensure continuous improvement and alignment with statutory guidance.

End of Document



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