



Ainslie Wood
Primary School

ANTI-BULLYING POLICY

2026

Policy Statement

At Ainslie Wood, we are committed to creating a school community where everyone feels safe, valued, respected and that they belong.

We believe that positive relationships are fundamental to children's wellbeing, learning and development. Bullying behaviour can have a significant impact on a child's emotional wellbeing, confidence and sense of belonging and will not be tolerated.

At Ainslie Wood, we encourage a culture of telling. We want children and adults to feel confident speaking to a trusted adult if they are worried about bullying, either for themselves or for someone else.

All reports of bullying will be taken seriously and responded to promptly, fairly, consistently and with sensitivity to the needs of everyone involved.

What is Bullying?

We recognise that friendship difficulties, disagreements and unkind behaviour are a normal part of childhood and do not necessarily constitute bullying.

At Ainslie Wood, we define bullying as:

"When somebody keeps on hurting someone else (physically, emotionally or verbally) on purpose."

Bullying is behaviour that is:

- Deliberate.
- Repeated over time.
- Intended to cause harm.
- Often characterised by an imbalance of power.

Types of Bullying

Bullying may take many forms, including:

- Physical bullying.
- Verbal bullying.
- Social or relational bullying.
- Racist bullying.
- Homophobic bullying.
- Transphobic bullying.

- Disability-related bullying.
- Online bullying.
- Prejudice-based bullying linked to any protected characteristic.

We recognise that bullying can be both obvious and subtle and may occur face-to-face or online.

Preventing Bullying

At Ainslie Wood, we believe that preventing bullying is everyone's responsibility.

We promote positive relationships, empathy and respect through:

- Our Wellbeing, Relationships and Behaviour Policy.
- The Relationships, Sex and Health Education (RSHE) curriculum.
- Personal Development learning.
- Assemblies and themed events.
- Anti-Bullying Week.
- Safer Internet Day.
- Reflect and Repair approaches.
- Restorative conversations.
- Pupil voice and leadership opportunities.
- Adult modelling of respectful relationships.

By developing children's understanding of emotions, relationships and belonging, we aim to prevent bullying before it occurs.

What Should Children Do?

We encourage children to:

- Tell a trusted adult if they experience bullying.
- Tell a trusted adult if they witness bullying.
- Support others by being kind and inclusive.
- Speak up when something does not feel right.
- Treat others with respect and empathy.

We remind children that bullying is never acceptable and that seeking help is the right thing to do.

What Should Parents and Carers Do?

Parents and carers should contact the school if they are concerned that bullying may be taking place.

The school will:

- Listen carefully to concerns.
- Investigate appropriately.
- Keep families informed.
- Work collaboratively to identify solutions.
- Provide support where needed.
- Monitor outcomes over time.

We ask parents and carers not to approach other children or families directly regarding incidents of bullying.

Responding to Bullying

All reports of bullying will be taken seriously.

When concerns are raised, the school will:

1. Listen carefully to all parties involved.
2. Investigate thoroughly and fairly.
3. Record concerns on CPOMS.
4. Assess whether any safeguarding concerns are present.
5. Inform parents and carers where appropriate.
6. Provide support for all children involved.
7. Implement strategies to prevent recurrence.
8. Monitor relationships and outcomes over time.

Where bullying is identified, staff will work with children to:

- Understand the impact of their actions.
- Reflect on the harm caused.
- Repair relationships where appropriate.

- Restore a sense of safety and belonging.

Support may include:

- Restorative conversations.
- Reflect and Repair processes.
- Pastoral support.
- ELSA support.
- Behaviour support plans.
- Family meetings.
- External agency involvement where required.

In cases of serious or persistent bullying, sanctions may be applied in line with the Wellbeing, Relationships and Behaviour Policy. This may include suspension where appropriate.

Recording and Monitoring

Bullying incidents will be recorded and monitored through CPOMS.

School leaders will review incidents regularly to identify:

- Patterns and trends.
- Repeated concerns.
- Disproportionality.
- Emerging safeguarding issues.
- Effectiveness of interventions.

The school will analyse bullying data, including by protected characteristics and vulnerable groups, to help ensure that all children feel safe, supported and able to participate fully in school life.

Outcomes will be reviewed to ensure that bullying has stopped, relationships have improved and children feel safe within school.

Linked Policies

This policy should be read alongside:

- Wellbeing, Relationships and Behaviour Policy
- Safeguarding and Child Protection Policy

- Online Safety Policy
- Equality Policy
- SEND Policy
- RSHE Curriculum

Conclusion

At Ainslie Wood, we believe that every child has the right to feel safe, respected and that they belong.

Through positive relationships, clear expectations and restorative approaches, we work together to prevent bullying, respond effectively when concerns arise. Our aim is not only to respond effectively to bullying when it occurs, but to create a school community where positive relationships, belonging and mutual respect prevent bullying from happening in the first place.