



Anti-Bullying Policy

Intent

The aim of this policy is to ensure that all pupils at Waverton learn in a supportive, caring and safe environment, free from fear of bullying.

Our intent is to:

- Create a school environment where all pupils feel safe, valued and respected.
- Prevent bullying through education, positive relationships and a culture of inclusion.
- Respond promptly, consistently and fairly to all allegations of bullying.
- Promote understanding of diversity, equality and mutual respect across the school community.

This policy has been developed in consultation with staff, pupils, governors and parents and is reviewed at least annually.

Definition of Bullying

Bullying is defined as the wilful, conscious desire to repeatedly threaten, frighten or intimidate someone else, involving an actual or perceived imbalance of power.

Our pupils describe it as *"deliberately hurting people over and over again."*

Bullying is a form of anti-social behaviour and affects everyone. Our school operates a zero-tolerance approach:

- All incidents must be challenged immediately.
- They must be dealt with sensitively and in a sustained manner.

Bullying may take one or more of the following forms:

- Emotional bullying: Excluding others, using threatening gestures, tormenting, isolating.
- Physical bullying: Pushing, kicking, hitting, punching, intimidation, hiding or stealing possessions.
- Racist bullying: Racial taunts, graffiti, offensive gestures.
- Sexual bullying: Unwanted physical contact or sexually abusive comments.
- Homophobic bullying: Targeting issues of sexuality.
- Gender identity bullying: Including transphobic bullying.
- Disability/SEN bullying: Related to disability or special educational needs.
- Religious bullying: Based on religion or belief.
- Verbal bullying: Name-calling, malicious gossip, sarcasm, spreading rumours, teasing, humiliating.
- Written bullying: Hurtful letters, notes, or pictures.
- Cyberbullying: Using technology (e.g. texts, emails, social media posts) to cause harm, including incidents outside school that impact pupils within school.

This policy applies to all pupils on the school roll. It also extends to the wider school community:

- Bullying among staff is addressed under the Staff Code of Conduct and Whistleblowing Policy.
- The school promotes appreciation of diversity and will challenge discrimination or abusive behaviour among parents or carers.

An incident will generally be considered bullying if:

- More than one reported incident has occurred involving the same children/young people.

- The child/young person alleging bullying shows ongoing signs of stress or distress.
- There is evidence of an imbalance of power (e.g. physical strength, social status, access to embarrassing information).

Implementation

Minimising the Risk of Bullying

At Waverton we work proactively to create a culture where bullying is less likely to occur by:

- Promoting core values of Respect and Responsibility in assemblies and circle time.
- Delivering a robust PSHE curriculum which:
 - Teaches what bullying is and its effects.
 - Explains everyone's responsibility to report bullying.
 - Provides strategies for staying safe and reporting incidents (e.g. tell a trusted adult in school, parent, friend or write it down)
- Assigning clear staff roles for monitoring and detecting bullying incidents, led by the Headteacher and Deputy Headteacher.
- Providing support and aftercare to victims and those involved once an incident is identified.
- Providing varied playground equipment and designated play areas.
- Operating a whole-school Behaviour Policy that recognises and rewards positive behaviour.
- Creating an environment of fairness, respect, responsibility and equality.
- Teaching pupils to celebrate diversity and cooperate with different groups.
- Encouraging pupils to express opinions assertively and respectfully.
- Delivering regular staff training on recognising and responding to bullying, including cyberbullying and safeguarding concerns.
- Making this policy accessible to parents, staff and pupils via the school website, pupil-friendly summaries, and induction programmes.

Responding to Allegations or Suspected Bullying

When bullying is reported or suspected:

- A staff member will reassure the victim(s) and ensure they feel safe.
- Information will be gathered separately from all children involved, with notes recorded.
- Pupils will be involved in identifying problems and suggesting solutions, reinforcing that the behaviour is unacceptable—not the person.
- A group meeting may be held to help reconcile pupils, supported by a chosen friend if appropriate.
- Appropriate sanctions will be applied.
- Relevant staff (e.g. duty staff, midday supervisors) will be informed to monitor the situation.
- Where behaviour raises a safeguarding concern (e.g. significant harm, sexual harassment, hate incident), the Designated Safeguarding Lead (DSL) will be informed immediately, and child protection procedures will be followed.

In most cases, these steps are sufficient. Pupils are often thoughtless rather than malicious, and awareness of the harm caused typically resolves the matter.

If Bullying Persists:

If the behaviour continues:

- Protective measures will be introduced (e.g. separating pupils at playtimes or during transitions).

- Parents will be informed and invited to discuss the issue, receiving regular progress updates.
- All bullying incidents will be documented on Arbor or via an incident form, securely stored, and reported to the Governing Body and Local Authority as required.
- Support may be sought from external agencies (e.g. Educational Psychologists, Early Help Navigator), potentially resulting in an Individual Behaviour Plan.
- Pupils displaying bullying behaviour will receive support to understand the impact of their actions (e.g. restorative work, mentoring, ELSA sessions).
- In extreme cases, a fixed-term exclusion may be imposed.

Impact

The impact of this policy will be measured by:

- Pupils reporting that they feel safe and confident that bullying is addressed quickly and fairly.
- All reported incidents are monitored, with details recorded in behaviour logs to ensure swift and appropriate action.
- Increased awareness among staff, pupils and parents of bullying, its effects and reporting procedures.
- A positive culture of respect, inclusion and empathy, evidenced through pupil voice surveys, safeguarding reviews and governor reports.

Monitoring and Review

- The Governing Body is updated on bullying incidents at least half-termly during Governor meetings, ensuring oversight of the policy's impact.
- Bullying incidents are monitored and analysed by type (including protected characteristics such as race, gender identity, disability, religion/belief, and sexual orientation) to identify patterns and inform action.
- Data is reviewed termly and shared with governors.
- This policy is reviewed annually, or sooner if required by changes in legislation or guidance.

Reviewed: November 2025

Next Review: November 2026

Appendix A: Statutory Guidance (DfE Compliance)

This appendix supports the Anti-Bullying Policy and demonstrates compliance with statutory guidance.

References:

- Department for Education (DfE) guidance: *Preventing and Tackling Bullying (2017)* and *Behaviour in Schools (2022)*
- Keeping Children Safe in Education (KCSIE 2025) statutory safeguarding guidance
- Equality Act 2010 duties to eliminate discrimination, advance equality of opportunity, and foster good relations
- Relevant sections of the Education Act 2002 requiring schools to safeguard and promote the welfare of pupils

Legal Duties of the School:

- Safeguard and promote the welfare of children
- Investigate and act on incidents of bullying that occur outside school if they impact pupils within school
- Record and report incidents in line with statutory safeguarding and data protection requirements