



Weare Academy

C of E First School

All Can Achieve

Anti-Bullying Policy



Weare Academy CofE First School Anti-Bullying Policy

This policy will be reviewed by the Local Partnership Board every two years in line with our Behaviour Policy.

Date Agreed: September 2024

Review Date: September 2026

At Weare Academy C of E First School, all policies and practices are rooted in our Christian vision and values. Our work as a school community is guided by our commitment to ensuring that every child flourishes academically, socially, emotionally and spiritually within a safe, inclusive and aspirational environment.

Our Golden Rules:

- Be Responsible
- Be Respectful
- Be Safe

These principles shape the way we live and work together each day. They inform our relationships, expectations and our approach to behaviour and care. We believe that children achieve their very best when they feel valued, supported and safe. Bullying is incompatible with our Christian values and will not be tolerated.

Introduction

Bullying is defined by the Department for Education (DfE) as behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual either physically or emotionally.

Bullying is therefore:

- Deliberately hurtful
- Repeated over time
- Involves an imbalance of power

Bullying can include:

- Name calling, taunting, mocking
- Physical aggression
- Taking belongings
- Spreading rumours or exclusion
- Inappropriate online behaviour

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Forms of Bullying Covered

- Bullying related to race, religion or culture
- Bullying related to SEND or disability
- Bullying related to appearance or health conditions
- Bullying of young carers or children in care
- Sexist or sexual bullying
- Cyber-bullying

Aims and Objectives

We aim to create a safe and secure environment where all can learn without anxiety. Bullying is wrong and damages individual children. We therefore do all we can to prevent it.

Preventative measures include:

- Explicit teaching of our Golden Rules
- PSHE lessons and Circle Time
- STOP, WALK, TALK strategy
- Clear rewards and stepped sanctions
- A restorative approach to behaviour

Roles and Responsibilities

The Local Partnership Board supports the Headteacher in eliminating bullying and reviews the effectiveness of this policy.

The Headteacher ensures this policy is implemented, that staff are trained, incidents are recorded and that pupils understand bullying is unacceptable.

All staff take bullying seriously, record incidents, support pupils involved and apply sanctions in line with the Behaviour Policy

Responding to Bullying

1. Investigate promptly and record the incident.
2. Support the child who has been bullied.
3. Apply proportionate sanctions.
4. Use restorative conversations to rebuild relationships.

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Safeguarding

The school recognises that changes in behaviour may indicate safeguarding concerns. Where necessary, referrals to appropriate agencies will be made. We operate a zero-tolerance approach to sexual harassment and sexual violence.

Monitoring and Review

This policy is monitored by the Headteacher and reviewed annually by the Local Partnership Board. It will be reviewed every two years or earlier if necessary.



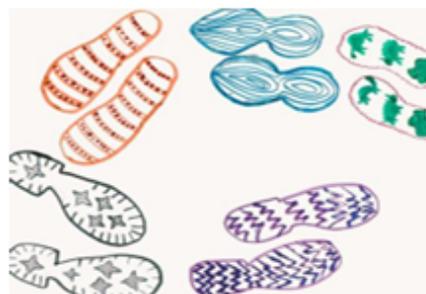
STOP, WALK, TALK

If you need some help at play or lunchtime,
what should you do?

STOP (Stop and think about
what you are saying or doing)



WALK (If you are unsure about
what to do, turn around and walk
away)



TALK (Go and find a grown-up who
can help you and talk to you)

