



Weare Academy
C of E First School

All Can Achieve

Anti-Bullying Policy



Policy Lead: Headteacher / DSL

Review Date: September 2027

1. Our Commitment

At Weare Academy, every child has the right to feel safe, respected and included. Bullying of any kind is unacceptable.

Our approach is relational and restorative and reflects our school values and Behaviour Policy. We aim to prevent bullying, respond quickly when concerns arise and support all children involved.

This policy should be read alongside our Behaviour Policy, Safeguarding and Child Protection Policy and the Wessex Learning Trust Relationships Policy.

2. What is Bullying?

Bullying is:

The repeated and deliberate use of words or actions to hurt, frighten, humiliate or harm another person where there is an imbalance of power.

It usually involves:

- **Deliberate behaviour**
- **Repeated behaviour**
- **An imbalance of power**

An imbalance of power may relate to age, confidence, physical strength, social influence, numbers, ability or vulnerability.

Not every disagreement, friendship issue or unkind comment is bullying. These will still be addressed through our Behaviour Policy.

A serious one-off incident may still require immediate action, particularly where it involves violence, discrimination, threats, sexualised behaviour or safeguarding concerns.

3. Types of Bullying

Bullying may include:

- **Physical:** hitting, pushing, damaging belongings.
- **Verbal:** repeated name-calling, threats or insults.
- **Social:** exclusion, rumours, manipulation or humiliation.
- **Online:** harmful messages, posts, images or exclusion.
- **Prejudice-related:** behaviour linked to race, religion, disability, SEND, sex, sexual orientation, gender, family circumstances or other protected characteristics.

Discriminatory incidents will be taken seriously even where they are one-off incidents.

4. Prevention

We seek to prevent bullying through:

- teaching and reinforcing **Be Ready, Be Respectful and Be Safe**;
- our Christian ethos and school values;
- PSHE, safeguarding and online safety education;
- teaching healthy friendships and relationships;
- effective supervision;
- staff training;
- pupil voice;
- supporting vulnerable pupils;
- monitoring behaviour patterns.

Children are taught that telling an adult about bullying is the right thing to do.

5. Reporting Bullying

Children can speak to **any trusted adult** in school.

Parents and carers should contact the class teacher in the first instance. Concerns may then be escalated to a senior leader or the Headteacher.

Staff will:

- listen carefully;
- reassure the child;
- establish any immediate safety concerns;
- record the concern;
- report suspected bullying to a senior leader;
- follow safeguarding procedures where required.

6. Responding to Bullying

When bullying is reported or suspected, the school will:

1. ensure the child is safe;
2. listen to the children involved;
3. investigate what has happened;
4. consider whether behaviour is repeated, deliberate and involves an imbalance of power;
5. record the concern;
6. inform parents where appropriate;
7. take action in line with the Behaviour Policy;
8. monitor the situation afterwards.

Children will normally be spoken to separately during an investigation.

7. Link to the Behaviour Policy

Our Behaviour Policy uses five levels:

- **L1 – Reminder**
- **L2 – Warning / Reflection**
- **L3 – Consequence / Restoration**
- **L4 – Senior Leader Support**
- **L5 – Serious Incident**

Confirmed bullying will normally be treated as a Level 5 Serious Incident.

This will usually involve:

- senior leader involvement;
- parent communication;
- appropriate consequences;
- central recording;
- support for the child who has experienced bullying;
- support and intervention for the child displaying bullying behaviour;
- ongoing monitoring.

Serious discriminatory or safeguarding incidents may also be treated as Level 5 after a single incident.

8. Restorative Practice

Where appropriate and safe, restorative work may be used to help children understand:

- what happened;

- who was affected;
- the impact of their behaviour;
- what needs to change;
- how harm can be repaired.

Restorative work does not replace appropriate consequences.

A child who has experienced bullying will never be forced to meet with, forgive or become friends with another child.

9. Supporting Children

Children who experience bullying may receive:

- regular check-ins;
- support from a trusted adult;
- increased supervision;
- friendship or pastoral support;
- a safety plan where needed.

Children who display bullying behaviour will also receive support to understand and change their behaviour.

This may include:

- explicit teaching of expected behaviour;
- restorative work;
- emotional regulation support;
- pastoral or SEND support;
- increased monitoring;
- work with parents.

10. Bullying and Safeguarding

Bullying may become a safeguarding concern or a form of child-on-child abuse.

Concerns involving serious physical harm, threats, sexual harassment, coercion, discriminatory behaviour or significant emotional harm will be referred to the Designated Safeguarding Lead.

Safeguarding procedures take priority over restorative work.

11. Online and Out-of-School Bullying

The school may respond to bullying that happens outside school where it affects:

- a pupil's safety or wellbeing;
- relationships in school;
- learning;
- the wider school community.

Parents are encouraged to retain evidence of online incidents where appropriate.

12. Recording and Monitoring

Senior leaders will monitor bullying and discriminatory incidents to identify:

- repeated behaviour;
- patterns involving particular pupils;
- locations or times of concern;
- vulnerable groups;
- the effectiveness of interventions.

Information will be used to improve supervision, curriculum provision and support for pupils.

13. Roles and Responsibilities

Staff will model respectful behaviour, challenge harmful behaviour and respond to concerns.

Pupils are encouraged to follow our school rules, treat others respectfully and tell an adult if they or someone else is being bullied.

Parents and carers are encouraged to raise concerns promptly and work with the school to resolve them.

The Headteacher is responsible for ensuring this policy is implemented consistently and for monitoring bullying across the school.

14. Review

This policy will be reviewed annually or sooner if guidance or school procedures change.

Next review: September 2027

