

ANTI BULLYING POLICY

Autumn 2025

Review: Autumn 2026

Statement of Intent

Waverley Abbey Junior School has a commitment to ensure that pupils learn in an inclusive, supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

We, as a school community (which includes children, staff, Local Committee, parents/carers) all have a responsibility for challenging bullying.

We are committed to providing a caring, respectful and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

We acknowledge that both the victim and perpetrators of bullying need support and that appropriate support for both will be needed after the bullying has been reported. The Headteacher will give a termly update on any incidents reported or investigated to the Local Committee.

Aims

- To prevent, reduce and stop any bullying behaviours.
- To identify and respond effectively to bullying behaviour.
- To create a culture where pupils feel empowered to report bullying.
- To support pupils who have been bullied and also those displaying bullying behaviours.

Objectives

- All Local Committee members, staff, children and parents/carers should have an understanding of what bullying is and should know what the school policy is and follow it when bullying is reported.
- All children and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.

What Is Bullying?

There is no legal definition of bullying. DfE guidance defines it as "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

Characteristics of bullying:

- repeated
- intended to hurt someone either physically or emotionally
- unprovoked
- involves an unequal balance of power
- may be aimed at certain groups, for example because of race, religion, gender, neurodiversity or disability amongst others

The main types of bullying are:

- Physical (for example, hitting, kicking, theft)
- Verbal (for example, name calling, sarcasm, spreading rumours, teasing)

- Indirect (for example, excluding someone from social groups, deliberately destroying another child's property).
- Cyber bullying (for example, sending hurtful or harmful messages or images online or with mobile phones)

Cyber bullying

The Education act 2011 notes that any electronic device that has been seized by a staff member can be examined (data or files) and data or files deleted where there is good reason to do so. There is no need to have parental consent to search through a pupil's phone. If the school believes that the device contains evidence in relation to an offence then the device must be given to the police.

Signs and Symptoms

A child *may* indicate by physical signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should always be curious about behaviours. All behaviours are a form of communication.

Preventive Strategies

To foster a safe and inclusive environment for all students, the school implements a range of proactive strategies aimed at preventing bullying before it occurs:

- High expectations for behaviour (linked with the Relationship and Behaviour Policy).
- Assemblies
- Curriculum coverage (e.g., PSHE, RSE).
- Engagement in national initiatives (e.g., Anti-Bullying Week).
- Inclusive and respectful school culture.
- Sports and play leaders to engage children in purposeful play.

The role of the school

- School staff should proactively gather information about pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.
- The school uses the Christian values of love, courage, compassion, honesty and hope.
- The school uses the school rules of Safe, Ready and Respectful
- The school is keen to involve any external agencies to give support or training as necessary and relevant.
- All staff, including lunchtime supervisors, are briefed about how to manage bullying incidents.
- All staff, including lunchtime supervisors, will follow the procedures for reporting bullying (see below).

The Role of Children

Children must:

- Report all incidents of bullying by telling an adult.
- Report any suspected incidents which the victim may be afraid to report him/herself.
- Adhere to and promote the aims and objectives of this Anti-bullying policy
- Refrain at all times from any behaviour which would constitute bullying or could be construed as bullying behaviour.

The Role of Parents/Carers

Parents/carers play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways:

- Reporting any misgivings they have concerning either victims or perpetrators of bullying sharing concerns as soon as possible with school.
- Actively endorsing and supporting this Anti-Bullying Policy and working in partnership with school.

Support for pupils with SEND

The school is aware that pupils with SEND may be more vulnerable to bullying than other pupils. The welfare of our pupils is a priority and we ensure that all pupils have access to forms of communication to be able to report bullying or talk about concerns that they may have.

Procedures for reporting bullying

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

- The Year Leader or class teacher will investigate and interview all concerned and will record the details of the incident(s).
- A clear account of the incident will be recorded and logged. Key staff will discuss and agree next steps.
- Any relevant staff will be briefed so that pupils' behaviour can be monitored and any further action taken as necessary.
- Parents will be informed of outcomes and may be asked to come to school to discuss the problem with the class teacher and Year Leader. Class teachers and other school staff who work with the children will be fully briefed.
- All bullying investigations (substantiated/unsubstantiated) are logged, and records kept.

In the case of cyber bullying the school will take all reasonable steps to identify the person bullying. This may include looking at school IT systems, identifying and interviewing possible witnesses and contacting the service provider and the police, if necessary.

The school has an ELSA (Emotional Literacy Support Assistant) and a HSLW (Home School Link Worker) who are available to support any pupil who has been victim of bullying or the perpetrator, if the school feels that this is necessary.

Outcomes and actions following confirmation of bullying

Consequences will take place in line with our Relationships and Behaviour Policy. In extreme cases exclusion may be considered.

If possible, and with the permission of the person/people who have been bullied, the pupils will be reconciled using restorative conversation.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Children who have been bullied will be given an immediate opportunity to discuss the experience with a member of staff of their choice. If necessary, the school will request the support of external agencies.

The school will work in partnership with parents and the pupil to:

- offer continuous support
- restore self-esteem and confidence

The school will work with children who have bullied by discovering why the child became involved, establishing the wrongdoing and need to change.

Outcomes and actions following unsubstantial investigations

If a bullying investigation results in unsubstantiated findings, appropriate consequences for any identified unkind behaviour will be implemented in line with the relationship and behaviour policy, alongside close monitoring of the situation to ensure ongoing wellbeing and safety.

Bullying which occurs outside the school premises, including school trips – day and residential.

School staff have the power to discipline children for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 state that a school's disciplinary powers can be used to address a child's conduct when they are not on school premises and are not under the control of a member of staff. This may include bullying incidents occurring away from the school premises.

When bullying outside school is reported to school staff it will be investigated and acted upon. The school will also consider whether to report the matter to the police. If the behaviour is criminal or poses a threat to a member of the public then the police will always be informed.

Conclusion

It is important to stress that all cases of bullying will be dealt with equitably and with the interests of all children in mind. Children should feel secure in the knowledge that their concerns and fears will be tackled sensitively and that their safety and welfare will be paramount. **The school is very clear that bullying is not acceptable and will not be tolerated.**

Please also refer to the following school policies:

Safeguarding and Child Protection

Relationships and Behaviour

Equalities

Special Educational Needs