



Weston Rhyn

EST Primary School 1926

Anti-Bullying Policy

June 2026

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Date of Policy creation:	May 2025	Suzi Bray
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*This policy is guided by Our School Values: Community * Courage * Respect*

1. Purpose

This policy aims to create a safe, inclusive, and supportive environment for all students. Bullying in any form is not tolerated at our school. We believe every child has the right to feel happy, safe, and valued.

This policy operates in line with our Safeguarding and Child Protection Policy and follows statutory guidance, including *Keeping Children Safe in Education (KCSIE)*.

2. Our School Values

Our response to bullying is rooted in our school values:

- **Community** – We look after each other and celebrate our differences. Everyone belongs.
- **Courage** – We speak up when something isn't right and stand up for others.
- **Respect** – We treat everyone with kindness and fairness.

3. What is Bullying?

Bullying is deliberate, repeated behaviour that hurts another person physically, emotionally, or socially, and involves a real or perceived imbalance of power.

This includes bullying related to protected characteristics, such as race, religion, disability, gender, gender identity, or sexual orientation, as well as special educational needs or looked-after status.

Types of bullying may include:

- **Physical** – hitting, kicking, pushing
- **Verbal** – name-calling, threats, teasing
- **Social** – excluding someone, spreading rumours
- **Cyber** – hurtful messages or images online

Bullying is not a one-off disagreement or the occasional hurt feeling. It is targeted, purposeful and ongoing.

4. Inclusive Practice

We welcome and value every child, regardless of their race, gender, culture, religion, ability, disability, or family background. Our school celebrates diversity and promotes equality. All staff are trained to recognise and respond to bullying that targets identity or difference, including homophobic and racist behaviour or discrimination against people with disabilities.

5. Prevention

We take a proactive approach to prevent bullying through:

- **Class discussions** about friendship, kindness, and respect.
- **Whole-school assemblies** promoting our values and inclusion.
- **Wellbeing and PSHE curriculum** focusing on emotions, empathy, and peer relationships.
- **Staff training** to recognise signs of bullying and inclusive teaching practices.
- **Buddy systems and peer mentors** to help all students feel connected.

6. Reporting Bullying

We encourage students to show **courage** by telling a trusted adult if they feel that they, or someone else, is being bullied. Reports can be made to:

- Class teachers
- Teaching assistants

- Pastoral support
- Designated safeguarding leads
- Senior leadership team
- Any trusted adult at school

Parents and carers are also encouraged to report concerns. Every report is taken seriously and handled with care and confidentiality.

7. Responding to Bullying

When bullying is reported, the school will:

1. **Listen carefully** to all involved.
2. **Investigate promptly** and take action where necessary.
3. **Support the person affected.**
4. **Work with identified children** to understand and change their behaviour.
5. Record incidents on the school's behaviour/safeguarding system and monitor for patterns over time.
6. Escalate concerns to senior leaders or safeguarding leads where necessary.
7. Work with parents/carers to agree next steps.
8. In serious cases, involve external agencies where appropriate.

Consequences will be in line with our Behaviour Policy and may include restorative work, sanctions, and protective measures to ensure safety.

Online bullying will be addressed in line with our E Safety Policy.

8. Supporting Everyone

- We provide emotional support, check-ins, and safe spaces.
- We help children understand the impact of their actions and guide them toward respectful behaviour.
- We teach children to report bullying.

We take immediate steps to ensure the safety of any child experiencing bullying.

9. Monitoring and Review

This policy is reviewed annually with input from staff, children, and families. Child voice is important in making our school a safe, inclusive, and respectful community.

The governing body will receive regular updates on bullying incidents and trends.

Together, we stand against bullying and build a school where everyone feels they belong.

This policy should be read alongside the Behaviour Policy, Safeguarding Policy, and Equality Information and Objectives.