Welton Primary School

Preventing and Tackling Bullying Policy

"The Welton Way – Be Kind, Be Responsible, Be a Learner"

Linked Policies: Behaviour Policy, Safeguarding and Child Protection Policy, Online Safety Policy, Equality Policy, SEND Policy

Our children will leave Welton proud, happy and confident.

They will know how to be kind and always try to do their best.

Our pupils will be academically successful and have a lifelong love of learning.

Our school family will nurture, challenge, and lead our pupils, igniting their unique spark of genius.

1. Statement of Intent

At Welton Primary School, we are committed to providing a safe, inclusive and nurturing environment where every child feels valued, respected and able to thrive. Bullying of any kind is unacceptable and will not be tolerated.

This policy reflects Welton's core values:

Be Kind

We ensure everyone feels accepted, valued and included. We treat one another with respect, compassion and empathy.

Be Responsible

We take responsibility for our words, actions and choices. When mistakes are made, we work to repair relationships and put things right.

Be a Learner

We create a positive environment where everyone can learn without fear, disruption or intimidation.



1. What does this look like?

Be Kind,
We will ensure that everyone feels accepted, valued, and included. By being nurturing and listening to understand, we will be able to offer friendship and kindness. By respecting ourselves and each other our community will be a happy one.

Be Responsible
We will take responsibility for ourselves, our actions and our community to ensure it is a happy, safe and nurturing place to be. When we make mistakes, we will take responsibility for putting things right and be prepared to forgive. We will always try to do our best so we can be proud of ourselves.

Be a Learner
We will be ready and an active learner. We will let our classmates learn. We join in by asking questions, making suggestions, offering opinions, sharing experiences and taking part in discussions and group activities. We will show resilience by taking on challenges and having a positive attitude. Our confidence will help us be successful and ignite our unique spark of genius.

At Welton, we are a **Telling School**. Pupils, staff, parents and visitors are encouraged to report concerns about bullying. We believe that speaking up is an act of kindness, responsibility and courage.

2. Legal Framework

This policy has been developed in accordance with:

- Education and Inspections Act 2006 (Sections 89–91)
- Education (Independent School Standards) Regulations 2014
- Equality Act 2010
- Children Act 1989
- Children and Families Act 2014
- Keeping Children Safe in Education (KCSIE)
- Working Together to Safeguard Children
- DfE Guidance: *Preventing and Tackling Bullying* (2017)
- DfE Behaviour in Schools Guidance

Under Section 89 of the Education and Inspections Act 2006, schools must have measures to encourage good behaviour and prevent all forms of bullying. Bullying prevention must form part of the school's behaviour policy.

3. Relationship to KCSIE

Keeping Children Safe in Education makes clear that all staff have a responsibility to safeguard children. Bullying may be an indicator that a child is suffering abuse, neglect, exploitation or emotional harm. Staff will be particularly alert to child-on-child abuse, sexual harassment, sexual violence, discriminatory incidents, online abuse, harmful sexual behaviour, coercive behaviour and hate-related incidents. All concerns will be reported to the Designated Safeguarding Lead and recorded on CPOMS. The wishes and feelings of children will be taken seriously and safeguarding action taken where appropriate.

The Equality Act 2010 places a duty on schools to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between people with protected characteristics and those without

Protected characteristics include:

- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment

Bullying motivated by prejudice towards any protected characteristic will be treated as a serious incident and may also constitute discriminatory behaviour.

Where bullying causes or is likely to cause significant harm, it will be treated as a safeguarding concern and managed in accordance with the school's Child Protection and Safeguarding Policy.

Some forms of bullying may also constitute criminal offences, including:

- Harassment
- Malicious communications
- Hate crimes
- Threatening behaviour
- Online abuse

In such cases, the school may involve the Police and other external agencies.

4. Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.
Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Types
Emotional-Being unfriendly, excluding, tormenting
Physical-Hitting, kicking, pushing, taking another's belongings, any use of violence

Prejudice-based and discriminatory, including:

- Racial
- Faith-based
- Gendered (sexist)
- Homophobic/biphobic
- Transphobic
- Disability-based Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
- Sexually Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
- Direct or indirect verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber-bullying-Bullying that takes place online, such as through social networking sites, messaging apps

5. What Bullying Is Not

Not all conflict is bullying.

The following are not normally classified as bullying unless they become repeated, intentional and involve a power imbalance:

- Friendship disagreements
- One-off arguments
- Occasional disputes
- Accidental hurt
- Single incidents of unkindness

However, all incidents of poor behaviour will be addressed in line with the school Behaviour Policy.

6. Preventing Bullying at Welton

Bullying prevention is everyone's responsibility.

Welton promotes positive relationships through:

The Welton Way

Children are explicitly taught to:

- **Be Kind** – show respect, inclusion and empathy.
- **Be Responsible** – take ownership of actions and repair harm.
- **Be a Learner** – create an environment where everyone can succeed.

Preventative Approaches

- PSHE curriculum
- Assemblies promoting inclusion and respect
- Online safety education
- Anti-Bullying Week activities
- Restorative practices
- Pupil voice opportunities

- Celebration of diversity
- Promotion of British Values
- Positive representation of the protected characteristics
- Positive role models
- Staff training
- Strong partnerships with parents

We actively challenge discriminatory language, prejudice and stereotypes.

7. Reporting Bullying

All reports of bullying will be taken seriously.

Reports may come from:

- Pupils
- Parents
- Staff
- Friends
- Witnesses
- Members of the wider community

Children are encouraged to tell a trusted adult immediately.

Staff will:

1. Listen carefully.
2. Reassure the child.
3. Record the concern.
4. Investigate promptly.
5. Inform parents where appropriate.
6. Implement support and consequences.

Incidents and outcomes will be recorded on CPOMS

8. Responding to Bullying

The immediate priority is the safety and wellbeing of all pupils.

Investigations will seek to establish facts on the balance of probabilities.

Following investigation, staff may:

Support the Child Being Bullied

This may include:

- Pastoral support
- Regular check-ins
- ELSA support
- Friendship support
- Parent meetings

- Referral to external agencies where required

Support the Child Displaying Bullying Behaviour

We recognise that children who bully may also need support.

This may include:

- Restorative conversations
- Reflection activities
- Social skills work
- Behaviour support
- Mentoring
- Early Help intervention

9. Consequences for Bullying

Bullying is identified within Welton's Behaviour Policy as **serious misbehaviour** and will result in consequences proportionate to the severity, frequency and impact of the behaviour.

Consequences in the form of rewards, praise or sanctions

> ***Taking disciplinary action and providing appropriate support are not mutually exclusive actions. They can and should occur at the same time if necessary***

School deals instantly with any issues of misbehaviour:
Examples of logical consequences (sanctions) may include:

- a verbal reminder of the expectations of behaviour
- using breaktime to complete a reflection sheet and restorative activity
- using breaktime to complete learning activities related to Be Kind, Be Responsible, Be a Learner
- adult led break time
- indoor breaktime
- letters / emails or phone calls home to parents
- speaking to parents
- loss of privileges – for instance, the loss of a prized responsibility
- loss of privilege e.g. not representing the school at external events
- behaviour contract
- internal seclusion
- suspension

and in the most serious of circumstances, permanent exclusion.

School's response to physical aggression and fighting will be consistent:

- internal seclusion -break times and /or working away from the classroom
- indoor break times
- loss of privilege e.g. not representing the school at external events
- behaviour contract

- fixed term suspension
- in the most serious of circumstances, permanent exclusion.

10. Safeguarding

Bullying can have a significant impact on a child's emotional wellbeing, attendance, learning and mental health.

Where bullying raises safeguarding concerns, staff will:

- Inform the Designated Safeguarding Lead (DSL)
- Follow safeguarding procedures
- Consider referrals to Children's Social Care
- Consider Early Help support
- Work with external agencies where required

The school recognises that changes in behaviour may indicate that a child is experiencing harm and will respond appropriately.

11. Monitoring and Review

The Headteacher and Governing Body will monitor:

- Bullying incidents
- Patterns and trends
- Effectiveness of interventions
- Equality and inclusion outcomes

This policy will be reviewed annually or sooner if required by legislation

Policy Summary

At Welton Primary School:

- Bullying is never acceptable.
- Every child has the right to feel safe.
- Every child has the right to learn.
- Everyone has the responsibility to speak out.
- We are a Telling School.
- We will always seek to educate, support and protect.
- We will uphold **The Welton Way: Be Kind, Be Responsible, Be a Learner.**

Together we will create a school community where kindness is expected, responsibility is valued, and every child can flourish

Date: 2026 -2027