



WATTON WESTFIELD INFANT & NURSERY

WATTON JUNIOR

'A Community of Ambition, Creativity and Kindness'

Anti-bullying policy

This policy will be reviewed in full by the Governing Body every two years.

Reviewed By	Local Governing Body
Meeting at which policy was reviewed and approved	November 2025
Next Review Date	November 2027

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1.0 Statement of Intent

Watton Westfield and Watton Junior School are committed to creating a safe, supportive and kind learning and play environment for our pupils, enabling all pupils to follow their ambitions and reach their goals. We strongly believe that all pupils should feel safe at school, and expect all pupils to behave in a safe, mindful manner. Our position and policy on bullying is shared with staff, children and parents, so all know what bullying is and how it is dealt with.

We do not tolerate bullying in any form and actively work with the children to empower them to identify all forms of bullying behaviour and who they can speak to if they believe they or others are being bullied. One of our core values is caring, and we aim to create a culture of bystander intervention where actively supporting the victims of bullying behaviour is praised and celebrated.

2.0 Roles and responsibilities

2.1 The Executive Headteacher

The Executive Headteacher has overall responsibility for the policy and its implementation and appointing an anti-bullying co-ordinator.

2.2 Anti-bullying Co-ordinators

The anti-bullying coordinators for our schools are:

Watton Westfield: **Mrs R Mather**

Watton Junior: **Mrs V Spencer**

Their responsibilities are:

- Developing the policy and reviewing it with staff, children, governors, parents/carers and relevant local agencies.
- Implementing the policy and monitoring its effectiveness in practice.
- Monitoring bullying incidents.
- Identifying training for staff.
- Co-ordinating strategies for the prevention of bullying behaviours.
- Evaluating cases of bullying to review and develop our curriculum offer and policy.

2.3 Local Governing Body

The local governing body are responsible for approving this policy and monitoring its effectiveness through its engagement with the Executive Headteacher and other relevant members of school staff when conducting governor monitoring.

3.0 What is bullying?

3.1 Clarifying our definition of bullying

We understand that all social relationships will have times of conflict and disagreement and our RSHE curriculum actively teaches children conflict resolution and empathy skills so that conflict can be resolved calmly in a way that does not harm others.

Watton Westfield and Junior Schools' definition of bullying is:

The repetitive, intentional harm of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

We are clear that bullying is different to teasing, falling out or other forms of physical or verbal aggression, due to these key parts of the definition.

repetitive

Intentional or
deliberate

hurtful /harmful

power
imbalance

3.2 Types of Bullying behaviour

Bullying can take many forms, including:

- Physical
- Verbal
- Emotional
- Sexual
- Online
- Indirect
- Prejudice related bullying (racist, transphobic, biphobic, homophobic, sexist, xenophobic, discrimination about religion)

It is against the law to discriminate against anyone because of 'protected characteristics'. Incidents that involve prejudice related characteristics may be considered prejudice related bullying even if they are not persistent or repetitive.

Online bullying is a broad term and can include:

- Malicious calls or messages
- Hacking into others' accounts,
- Impersonating others online,
- Threats and manipulation,
- Stalking,
- Posting prejudiced or hate messages,
- Public posting of images

3.3 The importance of prompt action

There is considerable evidence to show that bullying has both short-term and long-term effects in the victim, including their wellbeing, attendance and learning. As such, we will always act on reports quickly to provide support and resolve the situation as quickly as possible.

3.4 Prevention

We teach our children that bullying in all forms is wrong and will not be accepted. Preventing bullying is the responsibility of the entire school community and we are proactive in preventing bullying by:

- Creating child-friendly versions of the policy,
- Following the RSHE curriculum to focus on the differences between conflict and bullying, develop empathy and problem solve through hypothetical conflict situations,
- Embedding e-safety and safer online communications into our computing curriculum,
- Using assembly times to learn social stories,
- Build a positive ethos through our shared values and following our behaviour policy,
- Develop strong relationships between children and staff,
- Work with children who display bullying behaviours to help them find alternative ways to act and communicate,
- Reflect on bullying incidents and consider what needs to change moving forward,
- Fostering an inclusive and welcoming school community,
- Thrive interventions to support children showing delayed social skills,
- Participating in anti-bullying events across the school year.
- Promoting Fundamental British Values (Rule of Law, Democracy, Individual Liberty, Mutual respect and Tolerance of those with different faiths)

4.0 Reporting concerns about bullying

At Watton Westfield and Watton Junior School, children are encouraged to talk to staff when they are unhappy or concerned. The children know they have the right to feel safe and to keep others safe.

Pupils are encouraged to report bullying to:

- Trusted adults,
- Class teachers or LSAs,
- Pastoral team

Staff are always happy to meet with parents to discuss concerns around bullying or unkind behaviour.

Classes have a worry box where children can write down their concerns if they do not feel confident speaking to an adult.

Victims of bulling behaviour will be dealt with sympathetically; we listen, we trust their account, and work with them to verify this.

5.0 Responding to bullying

Any reports of bullying will be investigated promptly by our pastoral team. This will involve talking to the victim, the child or children displaying bullying behaviour, and any witnesses to the behaviours. A clear account of the incidents and investigation findings will be recorded on CPOMs. Parents will be invited to come in, to have a meeting to discuss their child's behaviours and actions going forward.

We are clear that some behaviours will necessitate involving or notifying other agencies. Any cases of proven bullying will be dealt with in line with our behaviour policy and the pastoral team will liaise with the Executive Headteacher to determine an appropriate consequence for the bullying behaviour. We understand that some children who display bullying behaviours need support to make more appropriate behavioural choices or see the harm their behaviour is doing. Consequences will be made on a case-by-case basis, given the facts learned during the investigation. Appropriate staff (teachers, LSAs, MSAs) will be informed to enable the children to be monitored or checked in on to ensure bullying behaviours are not continuing.

Following cases of bullying the school will reflect and review our policies, curriculum and personal development priorities to prevent future bullying episodes.

Notifying the Local Authority

All incidents of bullying are reported on CPOMs. Numbers of prejudice-based incidents are reported to Norfolk County Council annually.

6.0 Procedures for parents and carers

If a parent or carer has any concerns, they should speak to the class teacher in the first instance. This will be logged as a bullying concern, and the pastoral team will be notified of the concern. The class teacher will work with the parent and child to identify what is happening and work with the pastoral team to effectively resolve the concern.

We ask that parents do not confront any child/children demonstrating bullying behaviours or address concerns directly with other parents as this can complicate the effective investigation of the behaviours and be unnecessarily distressing for the child and their family.

If a parent feels a concern has not been dealt with appropriately, they should follow the school's complaints policy.

7.0 Links with other policies

This policy links with the following policies:

- Behaviour policy
- Safeguarding policy
- Online safety policy
- Equality and diversity policy
- SEND policy
- Complaints policy