



The Welbeck Federation

Anti-Bullying Policy

Executive Head Teacher Signature:	<i>L Jordan</i>
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Introduction

At Welbeck Federation, comprising Netherfield Infant School and Nursery and Eastlands Junior School, we are committed to providing a safe, caring, inclusive and respectful environment where every child feels valued and supported.

We believe that all children have the right to learn, develop and thrive free from fear, intimidation, discrimination or harassment. Bullying of any kind is unacceptable and will not be tolerated within our federation.

We recognise that as children learn and grow together, they will inevitably experience disagreements and friendship difficulties. We are committed to helping pupils resolve these issues positively before they escalate into bullying behaviours. When concerns are raised, all reports will be taken seriously, investigated appropriately and addressed promptly.

Welbeck Federation actively promotes equality, mutual respect and understanding. We celebrate diversity and challenge discrimination in all its forms. Our approach is rooted in safeguarding, restorative practice, inclusion and child-centred support to ensure that every pupil feels safe, heard and valued.

Federation Values

Across Netherfield Infant School and Nursery and Eastlands Junior School, we promote:

-  Kindness
-  Responsibility
-  Working Hard
-  Pride

These values underpin our work in preventing bullying and developing positive relationships throughout our school communities.

Policy Development

This policy reflects the requirements of:

-  Keeping Children Safe in Education (KCSIE) 2025
-  The Equality Act 2010
-  Education and Inspections Act 2006
-  Preventing and Tackling Bullying Guidance
-  Nottinghamshire County Council Anti-Bullying Guidance

The policy has been developed through consultation with:

-  Pupils
-  Parents and carers
-  School staff
-  Governors
-  Safeguarding leaders
-  External partners where appropriate

This policy is available:

-  On the Federation website
-  From either school office
-  Upon request from school leaders
-  In child-friendly formats where appropriate

The policy is reviewed annually.

Roles and Responsibilities

All Staff

All members of staff have a responsibility to:

-  Promote positive relationships and respect.
-  Challenge bullying behaviour immediately.
-  Be vigilant for signs of bullying.
-  Encourage pupils to report concerns.
-  Record and report concerns using school procedures.
-  Support all children involved.

Executive Head Teacher

The Head of Schools has overall responsibility for anti-bullying across the federation and is responsible for:

-  Ensuring the effective implementation of this policy.
-  Monitoring bullying incidents and patterns.
-  Supporting staff in responding to incidents.
-  Reporting to governors where appropriate.
-  Ensuring appropriate staff training.

Designated Safeguarding Leads (DSLs)

The DSLs and Deputy DSLs are responsible for:

-  Supporting investigations.
-  Assessing safeguarding risks.
-  Liaising with external agencies where required.
-  Monitoring vulnerable pupils.
-  Ensuring accurate recording and follow-up of incidents.

Governors

Governors will:

-  Monitor the effectiveness of this policy.
-  Ensure legal responsibilities are fulfilled.
-  Review bullying data and trends.
-  Support the federation's commitment to safeguarding and inclusion.

What is Bullying?

Welbeck Federation adopts the Anti-Bullying Alliance definition:

"Bullying is the repetitive, intentional hurting 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."

Three key elements therefore distinguish bullying:

-  It is deliberate.
-  It is repeated.
-  It involves an imbalance of power.

Relational Conflict and Friendship Issues

We recognise that not all disagreements between children constitute bullying.

Relational conflict may involve:

-  Fallouts between friends.
-  Arguments.
-  Misunderstandings.
-  Accidental actions.
-  One-off incidents.

In these situations, children are generally of equal power and there is usually a willingness to resolve the issue.

Although relational conflict is not bullying, it will still be addressed by staff. Unresolved conflict can sometimes escalate into bullying if left unchecked. Staff will therefore monitor situations and provide support where needed.

Types of Bullying

Bullying can take many forms.

Examples include:

<i>Physical Bullying</i>  Hitting  Kicking  Pushing  Pinching  Damaging belongings	<i>Verbal Bullying</i>  Name-calling  Insults  Threats  Teasing  Spreading rumours
<i>Emotional Bullying</i>  Exclusion  Intimidation  Manipulation  Humiliation  Deliberate isolation	<i>Online/Cyber Bullying</i>  Sending unkind messages  Sharing images without consent  Social exclusion online  Posting harmful comments  Creating fake accounts
<i>Prejudice-Based Bullying</i> Bullying may be linked to:  Race or ethnicity  Religion or belief  Disability  Special educational needs  Sex  Gender identity  Family circumstances  Appearance  Sexual orientation  Pregnancy or maternity	

Any discriminatory language or behaviour will be challenged immediately.

There is no hierarchy of bullying. All forms are taken seriously.

Banter and Bullying

We recognise that children often engage in playful joking and banter.

Positive banter can:

-  Strengthen friendships.
-  Build social connections.
-  Promote positive interactions.

However, what is described as "just banter" can sometimes cross the line into bullying.

Staff will consider:

-  The intention behind the behaviour.
-  The content of the comments or actions.
-  The impact on those involved.
-  Whether the behaviour was welcome.
-  Whether there was an imbalance of power.

Where behaviour causes distress or harm, it will be addressed appropriately regardless of intent.

Vulnerable Pupils

We recognise that some pupils may be more vulnerable to bullying, including:

-  Pupils with SEND.
-  Children in care.
-  Previously looked-after children.

-  Young carers.
-  Pupils experiencing adverse childhood experiences.
-  Pupils with medical conditions.

Some children may experience barriers when reporting concerns. Staff will proactively support pupils to ensure their voices are heard.

Where Bullying Can Occur

-  Bullying is not limited to school premises.
-  It may occur:
 -  In school.
 -  On school transport.
 -  During educational visits.
 -  During extra-curricular activities.
 -  On journeys to and from school.
 -  Within the local community.
 -  Online.

The federation may take action in response to bullying that occurs outside school where it impacts on pupils' safety, wellbeing or educational experience.

Reporting Concerns

Pupils

Pupils can report concerns to:

-  Class teachers
-  Teaching assistants
-  Lunchtime supervisors
-  Family support staff
-  Members of the safeguarding team
-  Senior leaders
-  Any trusted adult

Children may also use designated worry monsters or counselling help box.

Parents and Carers

Parents and carers should contact:

-  Their child's class teacher
-  A member of the safeguarding team
-  A senior leader
-  The school office

We encourage parents to raise concerns directly with the school rather than through social media or informal discussions.

Staff

Staff should immediately report concerns through the federation's safeguarding and recording systems and inform a DSL where appropriate.

Visitors

Visitors who witness or become aware of bullying behaviour should report concerns immediately to a member of the senior leadership team or safeguarding team.

Responding to Reports of Bullying

All reports of bullying will be taken seriously.

Each case will be investigated fairly and sensitively.

Responses may include:

-  Discussions with all pupils involved.
-  Discussions with witnesses.

-  Meetings with parents and carers.
-  Restorative conversations.
-  Support plans.
-  Behaviour interventions.
-  Safeguarding referrals.
-  External agency involvement where necessary.
-  Appropriate consequences in line with the Behaviour Policy.

Our primary aim is to:

1. Stop the bullying behaviour.
2. Protect those affected.
3. Support all children involved.
4. Educate pupils to make positive future choices.
5. Prevent a recurrence.

We recognise that children who display bullying behaviours may also require support and intervention.

Recording and Monitoring

All incidents and concerns will be recorded using the federation's agreed recording systems – CPOMS.

Records will be used to:

-  Identify patterns and trends.
-  Inform preventative work.
-  Monitor vulnerable groups.
-  Evaluate the effectiveness of interventions.

Senior leaders and governors will review information regularly.

Supporting Pupils

Support may include:

-  Pastoral support.
-  ELSA provision.
-  Emotional wellbeing interventions.
-  Restorative meetings.
-  Small-group work.
-  Individual support plans.
-  Family support.
-  External agency referrals.

Support will be provided according to the needs of the child.

Preventing Bullying

Welbeck Federation takes a proactive approach to preventing bullying through:

-  A strong culture of respect and inclusion.
-  Clear behaviour expectations.
-  Positive relationships across the federation.
-  PSHE and RSHE education.
-  Safeguarding education.
-  Online safety education.
-  Anti-Bullying Week activities.
-  Safer Internet Day.
-  Assemblies promoting equality and diversity.
-  Pupil voice opportunities.
-  School councils.
-  Circle time and restorative practice.
-  Celebration of achievements.
-  Staff training.
-  Inclusive curriculum experiences.

-  Transition work between Netherfield Infant School and Nursery and Eastlands Junior School.
-  Work with parents, carers and external agencies.

We believe prevention is the most effective strategy for reducing bullying and creating safe learning environments.

Complaints

Should a parent or carer remain dissatisfied with the federation's response to a bullying concern, they may follow the federation's Complaints Policy.

A copy of the policy is available through either school office or via the federation website.

Links with Other Policies

This policy should be read alongside:

-  Safeguarding and Child Protection Policy
-  Child-on-Child Abuse Policy
-  Behaviour Policy
-  Equality Policy
-  Online Safety Policy
-  RSHE Policy
-  SEND Policy
-  Complaints Policy

Monitoring and Review

This policy will be reviewed annually or sooner if changes in legislation or guidance require it.