Wolverdene Special School
Anti-Bullying Policy 2026

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Approved by School: Headteacher: Nathalie Akhmatova Date: 9th July 2026	Signature: 
Approved by Governing body: Chair: Jo Lloyd Date: 9th July 2026	Signature: 
This policy will be reviewed annually. This policy will be reviewed in July 2027	

Introduction

The ethos of Wolverdene Special School is to provide a safe, caring environment where children can learn. It is therefore vital that everyone in our School should have the same basic right of freedom from all forms of harassment. The policy on bullying is simple and rigorously upheld; **bullying will not be tolerated**.

Throughout this policy the term "school" reflects both the educational and residential setting unless specifically indicated.

The school has a commitment to sustaining an environment where the pupils' safety, health, enjoyment and participation in the community are promoted as an effective anti-bullying culture. We want our pupils to be educated in a safe and secure environment where they can learn without anxiety and where relationships are based upon mutual respect.

Bullying is persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.

Bullying can take many different forms, but four main types are:

- **Physical:** hitting, kicking, taking belongings, destroying belongings
- **Verbal:** name calling, insulting, racist remarks
- **Social:** spreading nasty stories about someone, excluding someone from social groups
- **Cyberbullying:** making prank calls, texting or writing unkind things about someone online

The school has a clear Relationships and Positive Behaviour policy, which helps to both reduce incidences of bullying and identify clear strategies that enable children who are responsible for bullying to understand the effects of their actions on others. The

Relationships and Positive Behaviour policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all that we can to prevent it. This is primarily achieved through the development of a school ethos in which bullying is regarded as totally unacceptable. The school's attitude towards bullying must therefore be evident to all and in every facet of school life.

This policy aims to produce a consistent attitude and response towards bullying.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the whole issue of bullying.

Anti-Bullying Strategy

The role of governors

The governing body supports the Headteacher in the employment of anti-bullying strategies. This policy statement makes it very clear that the governing body does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Headteacher retains responsibility for reviewing the effectiveness of anti-bullying strategies and together with the governors, reviews this policy on a regular basis.

Where a parent is unhappy with the action taken by the Headteacher in response to a bullying incident, they have the right to make a formal complaint to the governing body. The governing body should respond to any formal complaint within ten days and must notify the Headteacher of the need to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the headteacher, assistant headteachers and extended leadership team

It is the responsibility of the headteacher, assistant headteachers and the extended leadership team to implement the school anti-bullying strategy and to ensure that all staff (both teaching and support) are aware of the school policy and know how to deal with incidents of bullying. Additionally, the Lodge has its own anti-bullying strategy – see appendix.

The headteacher, assistant headteachers and the extended leadership team have the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in school. This is undertaken in a variety of ways, including through whole school assemblies, PSHE lessons and when dealing with specific incidents of inappropriate behaviour.

The headteacher, assistant headteachers and the extended Leadership team have specific responsibility for developing a school climate of mutual support, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Informal communications between staff and with parents are undertaken immediately after a bullying issue arises. Where appropriate this is shared with other members of staff at staff meetings and ways of addressing individual problems are discussed.

The role of the teacher and support staff

Teachers and support staff have a collective responsibility for discouraging and responding to any incidences of bullying. If teachers or support staff witness an act of bullying, they deal with the situation following behaviour procedures and involve a senior member of staff to provide support or appropriate sanctions. Class staff will be expected to make a written record of the circumstances associated with any incident of bullying together with the action taken. These are subsequently shared with the parents of both the perpetrator and the victim of any bullying where appropriate.

Any continued or subsequent issue of individual bullying by a child is dealt with in line with our behaviour policy.

Teachers and support staff support all children in their class to establish a climate of trust and respect for all. By praising, recognising and celebrating the success of all children, we aim to prevent bullying from occurring.

The role of parents

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

The home-school agreement provides a clear outline for parents to encourage their children to be a positive member of the school.

Dealing with reports of bullying

When an incident of bullying is encountered the following will happen:

On the first occasion, the child in question will be interviewed by the class teacher, in the presence of the victim at some stage if appropriate, and an amicable solution suggested that supports the victim and informs the perpetrator of the bullying. A child who is bullying is often unaware of the impact of their actions on other children.
If a child continues to bully others, a senior member of staff will interview the

children concerned. If the senior member of staff considers the matter to be of a more serious nature, the Headteacher will be informed and will also interview the children concerned. Parents may then be contacted and notified of the most appropriate course of action to be taken.
In extreme cases the child who is bullying may be subject to sanctions within the school. Upon return to the main school timetable, should the child continue to bully then they may be suspended for a fixed period of time.
If, after the fixed period of exclusion, there are any further incidents and, despite the school's strenuous efforts to eradicate the bullying, permanent exclusion from school may follow in line with Local Authority guidance.

The victim will be reminded of the systems that are in place within school to support them if they feel that they need help.

The perpetrator of the bullying should also be helped where possible by pointing out why their actions are wrong and how they can stop bullying. Should this be ineffective then professional agencies will be consulted where applicable.

The school's Family Support Worker and the Intervention Team are available in the school to listen to and discuss any pupil concerns. Senior leaders operate an open-door policy for all children if they feel they wish to discuss concerns with them.

The Family Support Worker is available in school should parents wish to discuss issues in relation to bullying.

Monitoring
The effectiveness of our anti-bullying strategies is monitored by the Headteacher and the senior management team on an ongoing basis. Incidents of bullying, actions taken by the school and their effectiveness are reported to the governing body on a regular basis.

EQUALITIES, SAFEGUARDING AND EQUAL OPPORTUNITIES STATEMENT

Wolverdene, in all policies and procedures, will promote equality of opportunity for students and staff from all social, cultural and economic backgrounds and ensure freedom from discrimination on the basis of membership of any group including gender, sexual orientation, family circumstance, ethnic or national origin, disability (physical or mental) religious or political beliefs.
As part of our commitment to meet the Public Sector Equality Duty (PSED), Wolverdene school aims to:

- Provide opportunity to all
- Foster good relations, and create effective partnership with all sections of the community
- Only take actions which do not discriminate unlawfully in service delivery, commissioning and employment
- Provide an environment free from fear and discrimination, where diversity, respect and dignity are valued
- Demonstrate zero tolerance to any form of bullying, harassment or abuse.

Appendix

Lodge Anti-Bullying Strategy



Purpose of the strategy
The aim of this strategy is to prevent any form of bullying including offline bullying, cyberbullying, prejudiced based and Discriminatory acts as far as reasonably possible within the Lodge.
The Lodge will not tolerate any form of bullying.
The Lodge and school have a shared understanding of what bullying is, this helps reduce misidentifying and improve effectiveness of interventions to prevent bullying in the setting.

Pro-active strategies
This strategy will be shared with the children.
Working practices of all staff include encouraging kindness, respect and the importance of building positive relationships. With an emphasis on building confidence and resilience in each individual. Staff encourage positive social development, respecting boundaries and personal space. Staff have up to date knowledge of the importance of staying safe online and share this with the children regularly using CEOPS resources.

Bullying will be discussed with the children as part of group meetings, key working sessions and national awareness days, to encourage an open and honest culture at the Lodge. Accessible information is available. (Appendix B)
Bullying will be discussed in team meetings and supervisions with staff to ensure that information is shared and all of the team are aware of signs and indicators of bullying. Any indicators that there are potential for bullying to take place at the home and between certain groups of individuals to be identified and acted upon as soon as possible.

Lodge staff understand the difference between relational conflict and bullying. Due to the social development of the children who access the Lodge, there is more emphasis on restorative practices when conflict arises to resolve issues and aid in social development skills. All Lodge staff complete anti bullying e-learning to ensure their knowledge is up to date.

What is bullying

The anti-bullying alliance definition of bullying states; Bullying is the repetitive, intentional hurting of one person or group by another person or group where the relationship involves an imbalance of power.
It can be verbal, physical or psychological.
It can happen face to face or online.

The NSPCC website states “Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

Verbal abuse:
- name-calling
- saying nasty things to or about a child or their family.

Physical abuse:
- hitting a child
- pushing a child
- physical assault.

Emotional abuse:
- making threats
- undermining a child
- excluding a child from a friendship group or activities.

Cyberbullying/online bullying:
- excluding a child from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular child
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.”

Intervention
The Lodge recognises that unlike a day school where children go home at the end of the day, children who attend the residential provision may be impacted more by the effects of in school bullying due to spending their nights within the Lodge and having no escape from the environment in which they have experienced the behaviour. Any instances of bullying that have been shared with Lodge staff from school will be monitored and the child will be offered time out with staff to check how they are feeling and identifying what can be done to help.

Step 1
If staff identify a child who is thought to be being bullied the first course of action would be to talk to the child and find out how they are feeling and if there is anything they would like to be done to help. The Lodge has a bullying report form located in the library (Appendix A). Children can fill this in themselves, on behalf of others or can ask staff to help them. This report will be looked into by senior staff, conversations will be had with all children involved and any outcomes or strategies put in place will be shared with the children and the staff team.

Step 2
If the situation has not been resolved in the first instance of talking to the child or any other children involved then a meeting will be arranged to discuss the seriousness of the situation and try to find a resolution. The meeting will be to attempt to stop the bulling behaviour and offer support to anyone involved who needs it. The situation will be monitored and reviewed regularly by Lodge staff. Keyworkers will plan sessions targeting anti bullying with any child involved.

Step 3
If the situation has not been resolved. A meeting with the Head of Care, keyworker, family members and the child involved will be held. This meeting can be called in the first instance if the behaviour is deemed serious enough to need this intervention. A plan will be put in place to support the children involved with clear expectations. Families are encouraged to work with the Lodge and support and resources will be shared. A review meeting will take place within 3 weeks of the initial meeting. Family support can be requested for targeted interventions if required.
All records of any bullying allegations and actions taken are written up and shared on CPOMS.

Support for a child being Bullied
Staff will actively listen and emotionally support the child to explore and work through feelings and experiences they have due to the bullying incident.
Children in the Lodge have access to information on requesting an advocate or requesting to talk to the Independent Listener or Independent Visitor if they would like to talk to someone outside of the school.
Staff will inform the child of what action has been taken and what will happen next. Their feedback is also requested on the reporting form.
Learning opportunities are provided for children to upskill their knowledge of why children may bully and how to build confidence and resilience to help reduce the impact of incidents in the future.

Work with the children who Bully
All bullying will be challenged immediately.
Trauma informed practices will be followed.
In line with restorative practices the child should be encouraged to apologise for their behaviour, share their view with the child who they have bullied and think of ways to make the situation better.
Specific interventional work to be carried out with the child showing bullying behaviours to identify reason behind actions.

Additional information
1. Anti-Bullying – www.antibullyingalliance.org.uk
2. Child Exploitation and online protection centre- www.CEOP.gov.uk
3. Childline- www.childline.org.uk or tel: 0800 1111
4. Barnados- www.barnardos.org.uk
5. Kidscape- www.kidscape.org.uk
6. KOOTH.COM www.kooth.com