

WASP is committed to creating and sustaining a safe, positive and inclusive environment, where respect is shown to and given by all. WASP will not tolerate any form of bullying.

### What is Bullying?

There is no legal definition of bullying however, WASP defines bullying as:

**‘Repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power’**

Perpetrators often use strategies to overpower victims.

Examples of intended imbalance of power are:

- The size/age/gender of the individual/s involved
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber

### Forms of Bullying

Forms of Bullying	Examples of Behaviours
Emotional	Being unfriendly, deliberately excluding, tormenting, belittling, teasing, name calling, threats of harm
Physical	Pushing, kicking, biting, hitting, punching, spitting, or any use of violence or form of assault
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact (violent or non-violent), sexually abusive/derogatory comments, jokes or taunting, physical behaviour such as interfering with clothes, or online harassment such as ‘sexting’
LGBT	Because of, or focusing on the issue of sexuality or gender identity
Cyber	All areas of the internet, such as emails and social media. threats by text messaging and calls, misuse of associated technology (camera and video facilities, games consoles etc.)

Although the following list is not exhaustive, bullying may be related to:

- Race
- Gender identity
- Religion
- Culture
- SEN or disability
- Physical appearance or health condition
- Home circumstances
- Sexual orientation

**Please note all concerns relating to bullying will also following the Safeguarding and Child Protection Policy for reporting, as the effects as such has the potential to cause significant harm to those involved.**

**Any evidence of bullying or intimidation that comes to our attention, regarding any of our students; the following procedure will be adhered to.**

**Figure 1: Procedure Flowchart for Managing Bullying Behaviours**

