



Anti-bullying Policy

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| Approved by: | Wendy Killilea |
| Position: | Head of School |
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Anti-bullying Policy

What is bullying?

- Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017) •
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. •
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos. •
- Bullying is recognised by the school/college as being a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s and young people’s emotional development.

Our vision, values and principles

In our schools and college, we strive to create a happy, safe and caring learning environment where everyone feels safe. All cases of bullying are serious and any behaviour that adversely affects the well-being of another will not be tolerated.

Some pupils/learners may experience considerable difficulties with communication, social interaction and empathy which can affect their ability to reflect on the impact their behaviour has on others or to self-manage their behaviour. These difficulties can mean that some pupils/learners are less likely to intentionally ‘bully’ others, although behaviour that could be bullying behaviour does occur on occasions. While these actions may not have the same degree of intention as is usual when describing bullying, the effect on the targeted individual or individuals is the same and therefore must be addressed.

The way staff members deal with such incidents of behaviour that challenges should take account all individual needs.

Aims:

Every member of staff has a responsibility to work towards eradicating any incidents and types of bullying in our schools and college.

The aim of the policy is to help members of the school/college community to deal with bullying when it occurs and, even more importantly, to prevent it.

Every member of staff has a responsibility to report any incident of bullying that comes to their attention and work towards eradicating any incidents and types of bullying in our school/college. Reports of bullying will always be taken seriously. Reports of bullying will be logged on the digital recording platform.

The aims of the school/college's anti-bullying strategies and intervention systems are:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour;
- To react to bullying incidents in a reasonable, proportionate and consistent way;
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil;
- To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

Implementation: (Preventative strategies)

- Using our extensive knowledge of pupils/learners, and strong relationships with home, to recognise any changes that might result in 'bullying' behaviours; Changes to individual behaviour plans;
- A functional assessment to understand the motivation underpinning the behaviour change;
- Talking to pupils/learners about issues of difference through dedicated events or projects;
- Talking with pupils/learners about how to manage their own feelings and emotions;
- Ensuring that all pupils/learners are appropriately supervised;
- Ensuring that all members of staff are familiar with the policy;
- Watching for early signs of distress and where pupils/learners are able to communicate, listen to what they are saying;
- Ensuring that appreciation and respect for all cultures are promoted;

- Ensuring that all pupils/learners have the means to communicate, where verbal communication is challenging;
- Ensuring that teaching pupils/learners about bullying and its impact is embedded throughout the curriculum offer.
- Ensuring that monitoring and filtering software is effective in protecting pupils/learners from cyber based bullying

Dealing with Incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
- A clear account of the incident will be recorded on the digital recording platform and share with the appropriate member of SLT who will act with delegated responsibilities on behalf of the Head of School/College;
- The SLT member will interview all concerned and keep a record of their findings;
- Information is gathered about the incident before any conclusion is made about whether the incidents were bullying behaviour – both the pupil suspected of ‘bullying’ and the ‘victim’ will be listened to carefully;
- Relevant staff and parents/carers will be kept informed;
- If the issue persists, then further support meetings (with parents and staff) will be held;
- In cases where a crime has been committed or a learner is believed to be in imminent; danger or risk, the appropriate authorities (police, LA) will be informed immediately prior to any internal investigation. At this point our Safeguarding procedures will be followed.
- If it is suspected that the bullying is in the form of staff on pupil/learner then the disciplinary procedure will be acted upon and a safeguarding concern raised.
- If internet/social media-based bullying is suspected steps MUST be taken to check if the filtering and monitoring software protection can be improved.

Pupils/learners

Bullying behaviour or threats of bullying must be dealt with immediately. Pupils are encouraged to tell a staff member about any bullying as soon as it has happened.

Pupils/learners who have been bullied will be supported by:

- Immediate support and reassurance;

- Restoring self-esteem and confidence;
- Participating in a restorative justice conversation, where appropriate.
- The 'bully' to be informed in a suitable way that their behaviour is inappropriate and must stop;
- Discovering more about the situation to help restore positive behaviours;
- Informing parents/carers to help change the behaviour of the pupil;
- Participating in a restorative justice conversation, where appropriate.

Positive behaviours, social skills and emotional well-being are promoted within the curriculum (e.g. PSHE, Circle Time, assemblies and subject areas, as appropriate).

Monitoring, evaluation and review

All bullying behaviour will be monitored by staff. Reports will be analysed for any trends or patterns, in order to put support in place for the pupil.

The school/college will review this policy every year and assess its implementation and effectiveness. This will be done through positive action based on Incident Reports and through ongoing feedback from staff and pupils/learners (including Pupil Reviews).

The policy will be promoted and implemented throughout the school/college and training will be given to staff as part of their induction package to ensure that all staff are aware of their responsibilities and how to implement them.

Bullying outside of school

Bullying reported or observed outside school (online, social networking internet sites or other high tech means), should be reported to school.

Parents will be informed; a meeting will be arranged to discuss support for the family and the pupil.

The police may be informed if appropriate.