



Anti-Bullying Policy

1. Definition of Bullying

“When a person’s or group of people’s behaviour, over a period of time, leaves someone feeling one or more of the following:

- ☐ Physically and/or mentally hurt or worried.
- ☐ Unsafe and/or frightened.
- ☐ Unable to do well and achieve.
- ☐ “Badly different”, alone, unimportant and/or undervalued.
- ☐ Unable to see a happy and exciting future for yourself.

It could also be bullying when a person, or group of people, has been made aware of the effects of their behaviour on another person and they continue to behave in the same manner.

If someone is made to feel like this, or if they think someone they know feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell someone. However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying – so the following two definitions are also useful:

Bullying is any behaviour by an individual or group that:

- ☐ Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.
- ☐ Happens more than once – there will be a pattern of behaviour, not just a “one-off” incident.
- ☐ Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves¹

“Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”².

2. Methods and Practices of Bullying

The following are some examples of the many different forms of bullying, but this is not an exhaustive list:

- ☐ **Physical** - For example, kicking, hitting, spitting, pushing, taking and damaging belongings, or threatening to do any of these things.
- ☐ **Verbal** - For example name calling, taunting, threats, offensive or discriminatory remarks, whether about people or objects.
- ☐ **Indirect, emotional or relational** - For example, spreading hurtful and untruthful rumours or nasty stories, gossiping, excluding from social groups, forcing someone to do something against their will, tormenting, “dirty looks”, or producing offensive graffiti
- ☐ **Cyber** - For example, sending offensive text messages, using pictures or video clips, Instant Messaging, emails, social networking sites or other electronic contact to cause harm, embarrassment or discredit to students or staff of the school. *‘Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend him or herself’³*
- ☐ **Prejudice-related** - For example, bullying or harassment that is homophobic, gender based, sexist, sexual or transphobic, racist or discriminating against religion, Special Educational Needs, disabilities, health conditions or a person’s home circumstances, such as being looked after, or caring for a family member. This includes actions or language that discriminates against people for any of these reasons, or other reasons relating to a person’s identity.
- ☐ **Sexual** - For example inappropriate or unwanted physical contact, verbal comments or cyber messages of a sexual nature.

Bullying includes the above but is not limited to this. It also includes:

- ☐ Any form of behaviour which is the result of a specific strategy to make an individual feel miserable.
- ☐ Organising others to do any of the above.
- ☐ Excluding an individual in such a way that they are made to feel vulnerable and different in a bad way.

We reject all of the above forms of bullying and will not tolerate them in our school community.

3. Off-Site Bullying

We are aware that several areas in and around the school are vulnerable to bullying, including:

- ☐ outside (the field in particular),
- ☐ in the toilets,
- ☐ in the corridor,
- ☐ walking to and from school,
- ☐ where access to computers is allowed.

The school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school, for example in journeys to and from school, in after school activities, or through use of technology such as the internet or mobile phones outside of school hours. The Education and Inspections Act 2006 gives Headteachers the power

“to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site (which is particularly pertinent to regulating cyberbullying)”.

For example, **the school will intervene if it hears of:**

- ☐ Cyberbullying via Social Networking Sites e.g. malicious message on somebody's page or profile, creation of a fake profile.
- ☐ Filming on mobile phones and passing on inappropriate material or joining in with this behaviour, even if you weren't the original author.
- ☐ Other cyberbullying or off-site bullying.

To help prevent and reduce bullying off-site, the school will:

- ☐ Talk to the local community Police Officer about known problems on the streets.
- ☐ Talk to the Headteachers of other schools whose children may be involved in bullying off the premises.
- ☐ Map out safe routes to school for children.
- ☐ Discuss coping and preventative strategies with parents, such as alternative travel arrangements.
- ☐ Educate pupils about how to handle or avoid bullying outside the school premises, including cyberbullying and e-safety information.
- ☐ Link with local service providers such as transport providers, youth groups etc. to share knowledge and best practice.

If the school is aware of a bullying incident outside school, staff will:

- ☐ Follow recording and reporting protocols, and contacting parents / carers.
- ☐ Provide support and advice to the person being bullied, if they are within our school.
- ☐ Support and work with the person bullying, if they are within our school.
- ☐ Investigate and consider the following actions with respect to the person bullying:
 1. Confiscation of mobile phones and other items.
 2. The involvement of police or anti-social behaviour coordinator in their local authority in any form of on-going bullying, particularly when related to cyber-bullying. If the

misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

- ☐ Inform any other relevant schools or agencies (eg youth clubs, transport providers) about the concerns and any actions taken.
- ☐ If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents.
- ☐ If children are being bullied by pupils of another school the Headteacher of that school will be informed and invited to deal with the matter.

4. Discriminatory Language

Discriminatory language not only undermines confidence and self-esteem of individuals, but reflects negative attitudes towards a wider sub-community or group, and in some cases is illegal. A culture where discriminatory language goes unchallenged is likely to be a culture where bullying is more prevalent.

Discriminatory language of any kind is not acceptable and will be challenged, whether verbal, written (including graffiti) or electronic. Education about diversity will be delivered through the curriculum, displays, assemblies and tolerance will be modelled by all staff. In particular we will not accept any derogatory language that is:

- ☐ Sexual or sexist
- ☐ Relating to special educational needs, disabilities or health conditions
- ☐ Gender based
- ☐ Homophobic
- ☐ Transphobic
- ☐ Racist
- ☐ Relating to religion
- ☐ Classist
- ☐ Relating to a person's home circumstances

Discriminatory language is sometimes used without thinking and in some schools is ignored by teachers and school staff because either they feel it is difficult to know how to respond or they believe the language is used without any discriminatory intent. In this school we challenge all discriminatory language whenever it is used. When responding to discriminatory language, staff will:

- ☐ Tell the pupil that discriminatory language is not acceptable in school. Explain that such language is offensive.
- ☐ If pupils continue to use the language, explain in more detail the effect that discrimination and discriminatory language have on people and that, like racist language, homophobic language will not be tolerated.
- ☐ If a pupil continues, remove the pupil from the classroom and talk to the pupil in more detail about his/her behaviour and why it's offensive.
- ☐ If it still continues, involve senior leaders. The pupil should understand the sanctions that will apply if they continue to use discriminatory language.

Alongside sanctions we may use a restorative approach to help repair the harm caused by the incident and help young people be aware of the impact of their actions. These sanctions may include:

- ☐ Removal from the group (in class)

- ☐ Withdrawal of break and lunchtime privileges
- ☐ Detentions
- ☐ Withholding participation in any school trip or sports events that are not an essential part of the curriculum
- ☐ Official warning to cease
- ☐ Exclusion from certain areas of school premises
- ☐ Confiscation of mobile phones, in line with our Acceptable Use (internet safety) Policy
- ☐ Network privileges withdrawn
- ☐ Referral to Schools Police Liaison Officer
- ☐ Fixed term exclusion
- ☐ Permanent exclusion

If it continues, invite parents in to discuss the attitude of the pupil. For homophobic bullying, even if parents and pupils think gay people should be treated differently, this does not mean homophobic language or bullying is acceptable. We will take time to explain to parents why this policy is important as part of the anti-bullying policy of the school. We will explain that all pupils should be able to feel safe at school and reiterate that they have an obligation to help schools uphold policies.⁴

5. How bullying incidents will be dealt with

Bullying will be investigated and dealt with quickly, sensitively, fairly and firmly. Students can report it to any member of staff, in the knowledge that it will be taken seriously and dealt with effectively. If a member of staff feels that they are being bullied, they should report it to their line manager or the Head Teacher.

6. Strategies to support those bullied and bullying

The following strategies are in place to support students and staff who have been bullied:

- ☐ Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- ☐ Provide reassurance that the bullying will be addressed.
- ☐ Offering continuous support to develop self-esteem, assertiveness and confidence.
- ☐ The use of specialist interventions and/or referrals to other agencies e.g. educational psychologist, SAFE! Support for young people affected by crime, where appropriate.
- ☐ A “safe place” can be made available, e.g. a classroom, the Library, or an office.
- ☐ A named person of the affected person’s choice who can be ‘instantly’ available for
- ☐ one-to-one support within a confidential relationship.
- ☐ The opportunity to meet with the person bullying for a restorative justice meeting if appropriate.

The following strategies are in place to support and work with pupils who have been bullying:

- ☐ Discussing what happened with a member of staff, including an exploration of how and why the pupil became involved, and what they need to resolve the situation.
- ☐ Providing reassurance that their needs will be addressed.
- ☐ Offering continuous support to develop self-esteem, empathy, assertiveness and confidence.
- ☐ The use of specialist interventions and/or referrals to other agencies e.g. educational

- ☐ psychologist, SAFE! Support for young people affected by crime, where appropriate.
- ☐ A “safe place” can be made available, e.g. a classroom, the Library, or an office.
- ☐ A named person of the affected person’s choice who can be ‘instantly’ available for one-to-one support within a confidential relationship.
- ☐ The opportunity to meet with the person bullied for a restorative justice meeting if appropriate.
- ☐ Opportunities to turn their behaviour around by becoming an anti-bullying ambassador.

In addition, peer support schemes can be used to provide follow up support to either party, such as:

- ☐ Circle of Friends—this follows the work of Jane Turner (Buckinghamshire Educational Psychology Service). A small number of students volunteer to support and help an individual who is experiencing difficulties.
- ☐ Peer Support—similar to above but less formalized.
- ☐ Group work amongst peers, led by staff to tackle underlying issues.

7. Monitoring and Review

The school regularly monitors levels of bullying through the following measures:

- ☐ Follow up after each incident to review effectiveness of response.
- ☐ Undertaking regular questionnaires and surveys for the whole school community to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy.
- ☐ Focus groups.
- ☐ Systematic recording and review of incident forms to inform policy and procedures.

This policy is reviewed and updated in response to intelligence gathered in the above ways, for example to target measures towards particularly vulnerable groups.

8. Spotting Bullying Early

A child may indicate by signs or behaviour that he or she is being bullied. To those who know the child this may simply be a feeling that ‘things aren’t quite right’. Staff, are trained to be aware of these possible signs and will investigate if a child:

- ☐ Is frightened of walking to or from school
- ☐ Doesn't want to go on a bus
- ☐ Begs to be driven to school
- ☐ Changes their usual routine
- ☐ Is unwilling to go to school
- ☐ Begins to truant
- ☐ Becomes withdrawn, anxious, or lacking in confidence
- ☐ Starts stammering
- ☐ Attempts or threatens suicide or runs away
- ☐ Cries themselves to sleep at night or has nightmares
- ☐ Feels ill in the morning

- ☐ Comes home with clothes torn or books damaged
- ☐ Has possessions which are damaged or "go missing"
- ☐ Asks for money or starts stealing money (to pay person who is bullying)
- ☐ Has dinner or other monies continually "lost"
- ☐ Has unexplained cuts or bruises
- ☐ Comes home hungry (money / lunch has been stolen)
- ☐ Becomes aggressive, disruptive or unreasonable
- ☐ Is bullying other children or siblings
- ☐ Stops eating
- ☐ Is frightened to say what's wrong
- ☐ Gives improbable excuses for any of the above
- ☐ Is afraid to use the internet or mobile phone
- ☐ Is nervous & jumpy when a cyber message is received
- ☐ Becomes withdrawn and is reluctant to say why
- ☐ Reduces their educational attainment
- ☐ Perceives comments from others as hurtful
- ☐ Displays challenging behaviour, which could be the result of intimidation or enforced isolation from others

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

9. Education and Information

Education and awareness-raising about diversity, discrimination and bullying is delivered through:

- ☐ The curriculum (Circle time, projects, PHSE lessons), where issues surrounding bullying and any ideas to make situations better can be discussed, for example exploring:
 1. Diversity, tolerance and discrimination
 2. Why do people bully each other?
 3. What are the effects of bullying on the bullied, on bullies, and on bystanders?
 4. What can we do to stop bullying?
 5. How students can constructively manage their relationships with others
- ☐ Assemblies where children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.
- ☐ Making national anti-bullying week a high profile event each year.
- ☐ Drama—can be part of a drama lesson, with role play a powerful vehicle. To help children be more assertive and teach them strategies to help them deal with bullying situations.
- ☐ IT lessons covering e-safety and cyberbullying.
- ☐ Adults model appropriate behaviour towards each other to students.
- ☐ Newsletters – news and updates about bullying are mentioned periodically in the school newsletter to all families each week.
- ☐ This policy is available on the school's website.
- ☐ Involving the whole school community in writing and reviewing the policy.
- ☐ Prominently displaying anti bullying posters produced by the children around the school.

10. Other Prevention Strategies

- ☐ Students can request a bullying log.
- ☐ Each class agreeing on their own set of class rules.
- ☐ Introducing playground improvements and initiatives.
- ☐ Using praise and rewards to reinforce good behaviour and anti-bullying work by pupils, such as:
 1. Certificates at Assembly
 2. Letters home
- ☐ Encouraging the whole school community to model appropriate behaviour towards one another.
- ☐ Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control.
- ☐ Children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.
- ☐ Extra supervision available to reduce the risk of bullying incidents at particularly vulnerable times such as lunch and break times and the beginning and end of the school day; and in particularly vulnerable areas around school.
- ☐ Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware.
- ☐ The Student Council meets regularly and can represent students concerns and pass them onto the Senior Leadership Team. It regularly reviews anti-bullying development and procedures.
- ☐ Home School Link Workers are available at regular times for any student to talk to.
- ☐ Staff use restorative approaches to help resolve issues where appropriate.
- ☐ All staff, including support and administrative staff are trained to deal with issues relating to bullying and violence.

11. Where Pupils and Parents / Carers can find more information

<https://www.anti-bullyingalliance.org.uk/tools-information/advice-parents>

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Last review date	September 2025
Next review date	September 2028

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from DfE guidance “Preventing and Tackling Bullying” 2012

³ Report to the Anti-Bullying Alliance by Goldsmiths School, University of London

⁴ Adapted from: Stonewall, *Challenging Homophobic Language*,
http://portal.oxfordshire.gov.uk/content/public/CYPF/anti_bullying/ab_week_2010/homophobic/Challenging_Homophobic_Language.pdf and from Safe to Learn, *Homophobic bullying* (DCSF 2000)