

## Anti-bullying Policy

Policy owner	Trust Inclusion Lead
Policy approved by	Education Standards Committee
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Review frequency	Annual
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## **Introduction**

Our schools are places where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone, in our school, is equal and treats each other with respect and kindness. Our schools aim to be a bully-free place.

## **Aims and Purpose of the Policy**

Bullying of any kind is unacceptable and will not be tolerated. In our schools, the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole Trust community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect, equality and work to ensure that everyone is celebrated within each school community and across our MAT. We want to enable our pupils to become responsible citizens.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures. Related policies which should be read in conjunction with this Anti-Bullying policy are the Behaviour and the Equality policies.

## **Definition of Bullying**

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group.

The STOP acronym can be applied to define bullying – Several Times On Purpose.

The nature of bullying can be:

- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- Attacking property – such as damaging, stealing or hiding someone's possessions
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Psychological – such as deliberately excluding or ignoring people
- Cyber – such as using text, email or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

- Race
- Religion or belief
- Culture or class
- Gender
- Sexual orientation
- Gender identity
- Special Educational Needs (SEN) or disability
- Appearance or health conditions

- Related to home or other personal situation
- Related to another vulnerable group of people – (e.g. young carers, pupils in care)

No form of bullying will be tolerated and all incidents will be taken seriously and challenged.

### **Reporting Bullying**

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher or any other teacher
- Tell a playground buddy who in turn can help them tell a teacher or staff
- Tell any other adult staff in school – such as lunchtime supervisors, Learning Support Assistants or the school office
- Tell an adult at home
- Report anonymously through concerns box or Whisper (SWGfL's online reporting tool <https://swgfl.org.uk/products/whisper/>).
- Call ChildLine to speak with someone in confidence on 0800 1111.

### **Reporting – Roles and Responsibilities**

Staff - All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

Senior Staff - The MAT Senior Leadership Team and heads of schools have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and the schools uphold their duty to promote the safety and well-being of all young people.

Parents and Carers - Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to their child's school either in person, by phone or emailing the class teacher.

Pupils - Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

### **Responding to Bullying**

When bullying has been reported, the following actions will be taken:

Staff will record the bullying on an incident reporting form and also record the incident centrally on the school's Bromcom System and Edukey Safeguard My School.

Designated school staff will monitor incident reporting forms and information recorded on the system, analysing and evaluating the results.

Designated school staff will produce termly reports summarising the information, which the heads of school will report to the MAT Leadership team.

Staff will offer support to the target of the bullying by:

- Individual meetings with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.
- Action plans will make use of playground buddies, play assistant monitoring and 1:1 and small group support time.
- Staff will proactively respond to the bully who may require support.
- Staff will decide whether to inform parents or carers and where necessary involve them in any plans of action
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school or involve bullying linked to protected characteristics under the Equality Act.

### **Bullying Outside of School**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of our schools. The nature of cyber bullying in particular means that it can impact pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

### **Derogatory Language**

Derogatory or offensive language is not tolerated with our trust. It will be challenged whenever heard, recorded and monitored with follow up actions and sanctions, if appropriate.

### **Prejudice-based Incidents**

A prejudice-based incident is unkind or hurtful behaviour that is motivated by negative attitudes, beliefs or views towards a protected characteristic or minority group. All prejudice-based incidents are taken seriously, recorded and monitored in schools and across the MAT, with the heads of schools regularly reporting incidents to the MAT Leadership Team. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying within our trust.

### **School Initiatives to Prevent and Tackle Bullying**

We use a range of measures to prevent and tackle bullying including:

- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent this behaviour. It also encompasses stereotypes and allows the children to think openly.

- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, Black History Month and LGBT events.
- The MAT Christian values, including: justice, love, kindness, friendship and respect are embedded across the curriculum to ensure it is inclusive
- Playground buddies and circle time sessions offer support to all pupils, including those who may have been the target of bullying
- Pupils are involved in developing school-wide anti-bullying initiatives through consultation with the School Council and other pupil groups.

### **Training**

The Trust Inclusion Lead and Heads of Schools are responsible for ensuring that all school staff, both teaching and non-teaching receive regular training on all aspects of the Anti-bullying Policy.

### **Monitoring and Reviewing**

The CEO, the Trust Inclusion Lead and MAT Lead for School Improvement are responsible for reporting headline information to the board of Directors as applicable. Area Hub Leaders and Heads of School are responsible for reporting to the local authority where reportable incidents involving protected characteristics have taken place. The school leads for Anti-Bullying are responsible for providing information as requested to the MAT Senior Leadership Team on how the policy is being enforced and upheld, via meetings. The Trust Inclusion Lead is responsible for monitoring the effectiveness of the policy via the termly reporting through Bromcom and by in-school monitoring such as learning walks and focus groups with pupils.

The policy is reviewed every 12 months by the Trust Inclusion Lead.