

Anti-Bullying Policy



Approved by:	Full governing body	Date:
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Last reviewed on:	[Date]
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1. Policy Statement

We are committed to providing a caring, inclusive, and safe environment for all pupils. Bullying of any kind is unacceptable and will be addressed promptly and effectively.

We recognise that some pupils, including those with special educational needs and disabilities (SEND), may be more vulnerable to bullying and require additional support.

2. Aims

This policy aims to:

- Prevent bullying, including cyberbullying
- Promote a culture of respect and inclusion
- Support all pupils, including those with SEND
- Ensure all pupils feel safe and heard
- Provide clear procedures for reporting and responding

3. Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally harms another person.

Bullying can include:

- Physical (hitting, kicking)
- Verbal (name-calling, threats)
- Emotional (excluding spreading rumours)
- Cyber (online messages, social media)

4. Vulnerable Groups and SEND

We recognise that pupils with SEND may be more vulnerable to bullying due to:

- Communication differences
- Social understanding difficulties
- Physical or sensory needs
- Differences in behaviour or presentation

We will:

- Monitor the well-being of pupils with SEND
- Take proactive steps to reduce vulnerability
- Ensure appropriate support is in place

5. Prevention

We prevent bullying through:

- PSHE and assemblies
- Clear expectations and school values
- Staff training on inclusion and SEND
- Teaching pupils how to recognise bullying
- Targeted support such as:
 - social skills groups
 - ELSA support
 - pastoral interventions

6. Reporting bullying

We are committed to making sure all members of the school community can report bullying easily and safely. We recognise that different individuals may need different ways to communicate concerns.

6.1 Reporting by Pupils

Pupils can report bullying in a range of ways, including:

- Speaking to a trusted adult
- Speaking to a member of staff
- Using a buddy or peer support system
- Writing down concerns and using their classes' worry monster
- Using communication aids (e.g. visuals, symbol cards, emotion scales)

We recognise that some pupils, particularly those with SEND, may:

- Find it difficult to recognise bullying
- Find it difficult to communicate concerns

Staff will therefore:

- Provide additional support to help pupils express concerns
- Use adapted communication methods where needed
- Check in regularly with vulnerable pupils

6.2 Reporting by Parents and Carers

Parents and carers can report bullying by:

- Contacting the class teacher
- Speaking to a member of the senior leadership team (SLT)
- Contacting the school office

All concerns raised by parents will:

- Be taken seriously
- Be investigated promptly
- Be responded to in a timely and supportive manner

We will work in partnership with parents to ensure the best outcomes for pupils.

6.3 Reporting by Staff

All staff have a responsibility to:

- Be vigilant to signs of bullying
- Take all concerns seriously
- Record incidents using the school's agreed system (CPOMS)
- Report concerns in line with safeguarding procedures

Staff should:

- Act immediately if bullying is suspected
- Ensure pupils feel listened to and supported
- Share concerns with relevant colleagues

6.4 Anonymous Reporting

Where appropriate, the school may provide opportunities for anonymous reporting (e.g. worry boxes or digital forms). These will be monitored regularly.

7. Procedures for Responding

All incidents will be:

- Taken seriously and investigated promptly
- Recorded using school systems (e.g., CPOMS)
- Shared with relevant staff and parents

In responding, we will:

- Listen carefully to all pupils
- Consider SEND needs
- Provide appropriate support
- Use restorative approaches where appropriate

8. Behaviour and SEND Considerations

We recognise that some behaviours may arise from a pupil's needs rather than deliberate intent.

Staff will:

- Consider individual needs before applying sanctions
- Use reasonable adjustments
- Provide support to develop understanding

9. Support for Pupils

For the pupil experiencing bullying:

- Safe spaces and trusted adults
- Emotional support (e.g., ELSA)
- Ongoing monitoring

For the pupil displaying bullying behaviours:

- Support to understand behaviour
- Restorative approaches
- Behaviour interventions

10. Cyberbullying

We will:

- Teach safe online behaviour
- Support pupils to understand online risks
- Provide additional support for pupils with SEND

11. Parent and Carer Involvement

We will:

- Inform parents of incidents
- Work in partnership to support pupils
- Involve parents in planning strategies where needed

12. Monitoring and Review

We will:

- Monitor bullying incidents regularly
- Analyse data, including SEND patterns
- Adapt practice based on findings

This policy will be reviewed annually.

13. Links to Other Policies

- [Inclusion Policy](#)
- [Behaviour Policy](#)
- [Safeguarding Policy](#)
- [Online Safety Policy](#)