



Anti-Bullying Policy

Date of next review: January 2027

Policy review dates and changes

Review date	By whom	Summary of changes made	Date implemented
07.01.26	Headteacher	New policy	

Principles

- All governors, teaching and non-teaching staff, students and parents should understand what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported
- Bullying will not be condoned as it can cause long-term damage to the student's health, educational attainment and outlook on life

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017, "Approaches to preventing and tackling bullying" 2018 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2025 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also read "Cyberbullying: Advice for Headteachers and school staff".

Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Guiding Principles at School

- Bullying is completely unacceptable
- If you are being bullied, tell someone
- If you witness bullying, you have a duty to tell someone
- People who help stop bullying will be given full support
- Every reported incident will be investigated
- Victims will be given full support
- Bullies will be given guidance and support to modify their behaviour

Definition of Bullying

There is no legal definition of bullying, however at Samuel Cody:

- 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 as being a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/students with protected characteristics):
 - o Bullying related to race, religion, faith and belief and for those without faith
 - o Bullying related to ethnicity, nationality or culture
 - o Bullying related to Special Educational Needs or Disability (SEND)
 - o Bullying related to sexual orientation (homophobic/biphobic bullying)
 - o Gender based bullying, including transphobic bullying
 - o Bullying against teenage parents (pregnancy and maternity under the Equality Act)

School Ethos

It is a basic entitlement of all students at Samuel Cody School to receive their education free from humiliation, oppression, and abuse. The whole school community is committed to creating and maintaining an atmosphere that is kind, caring, and protective for everyone. We aim to provide a friendly, safe, and supportive environment in which all students can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at Samuel Cody School. If bullying does occur, students should feel confident to report it, knowing that incidents will be taken seriously and dealt with promptly and effectively. We are a TELLING school, which means that anyone who knows that bullying is happening is expected to inform a member of staff.

We believe that prevention is better than cure. All staff are vigilant in identifying signs of bullying and consistently take reports seriously. Awareness of bullying is raised through the curriculum to reinforce and support the school's ethos.

We adopt a whole-school approach to tackling bullying, recognising that procedures are most effective when the entire school community works together. Governors, senior leaders, teachers, support staff, ancillary workers, parents/carers, and students themselves all play an active role in developing a positive school culture that openly disapproves of bullying.

The school actively promotes a telling environment, encouraging pupils to speak out for themselves and others without fear of making the situation worse. Pupils are taught that they

must report any incidents of bullying to an adult within the school, and those who witness bullying have a responsibility to report it.

For pupils who do not feel confident speaking to an adult face to face, alternative reporting routes are available through the school council and message boxes located in the primary and secondary libraries.

The school also provides 'Safe Places' for vulnerable pupils. These pupils are made aware of safe and secure areas they can access when needed, where a member of staff will be available to provide support.

Prevention

- Our school will work together to raise awareness and understanding of all forms of bullying
- Students will be provided with a variety of opportunities to develop skills for addressing bullying behaviour, through assemblies, focus days, the curriculum, peer support systems and projects
- All staff will be trained to deal with bullying incidents confidently. This includes mandatory annual updated safeguarding training including reading part one of KCSIE 2025.
- Parents/Carers will be given information on how to discuss their concerns regarding bullying
- Young People will be
 - o Regularly asked for their views on the extent and nature of bullying
 - o Given the opportunity to discuss their concerns and worries, either to a member of staff or a peer mentor
 - o Made aware of the procedures that will be followed and if necessary, sanctions that could be applied
 - o Encouraged to be involved in contributing to policy
 - o Taught to offer support to other young people who may be bullied

Practice

- Students or parents should be encouraged to report bullying to any trusted adult for example, Tutor, Key Stage Leads, Senior Leader or a member of staff
- Students will always be taken seriously
- Information will be dealt with sensitively
- Appropriate action will be taken as soon as possible
- The member of staff will ensure that the young person is safe
- Details will be recorded accurately and logged on CPOMS
- The victim will be kept informed of the school's action
- The situation will be monitored
- Parents/Carers will be kept informed where appropriate
- Appropriate action will be taken. Action could include restorative conversations, or natural consequences, fixed term suspensions, all sanctions in line with the Behaviour Policy

- Those that have been witnesses to others being bullied in school will have access to support from the pastoral team to ameliorate any harm as a result of being a bystander.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Be aware of the nature of cyberbullying in that it can involve complex negative attention including trolling and the 'no escape' factor that some students may face with the 24/7 accessibility to the internet and the associated psychological impact of this.
- Take all available steps where possible to identify the person responsible. This may include:
 - o looking at use of the school systems;
 - o identifying and interviewing possible witnesses;
 - o Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - o Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - o Confiscating electronic devices, such as mobile phones, in accordance with the law and requesting the deletion of locally held content and content posted online if they contravene school behavioural policies.
- Ensuring that cyberbullying in school is prevented by removing all phones from students on arrival at school.
- Ensure that consequences are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and students regarding steps they can take to protect themselves online. This may include:
 - o advising those targeted not to retaliate or reply;
 - o providing advice on blocking or removing people from contact lists;
 - o helping those involved to think carefully about what private information they may have in the public domain.

Supporting students

Students who have been bullied will be supported by:

- Reassuring the student and providing continuous pastoral support.

- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children Social Work Service, or support through the CAMHs

Students who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Consequence, in line with the Behaviour Policy
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Children Social Work Service, CAMHs

Parents/Carers

We will:

- Take steps to involve parents and carers in developing policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for students, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and Reviewing

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's improvement plan.
- The Headteacher will be informed of bullying concerns, as appropriate.

Responsibilities

- The policy will only work if the whole school community understands the issues related to bullying and takes the appropriate actions to prevent and teach more acceptable behaviour.
- School governors are responsible for monitoring and reviewing the policy
- The Headteacher is responsible for communicating the policy to the school community. All school staff should be aware of how to implement the policy. Students have a responsibility to follow the policy.

Linked Policies

- Behaviour Policy
- Child Protection Policy
- Equality Policy
- E-safety Policy
- Safeguarding Policy
- Sex Education Policy
- Special Education Needs and Disability (SEND) Policy
- Whistleblowing Policy

Supporting Organisations and Guidance

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Beat Bullying: www.beatbullying.org

Childline: www.childline.org.uk

DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

DfE: “No health without mental health”:

<https://www.gov.uk/government/publications/nohealthwithout-mental-health-a-cross-government-outcomes-strategy>

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

LGBTQ+

EACH: www.eachaction.org.uk

Pace: www.pacehealth.org.uk

Schools Out: www.schools-out.org.uk

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice0-to25>

Racism and Hate

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Show Racism the Red Card: www.srtrc.org/educational