[Revised and Adopted Spring 2025]

Anti-Bullying Policy

This policy outlines the manner in which instances of bullying behaviour will be dealt with in accordance with DfE guidance Preventing and tackling bullying 2017 and the Equality Act 2010.

The school will not tolerate bullying of any kind including cyberbullying, prejudiced-based and discriminatory bullying. We endeavour to provide an inspirational, happy and comfortable environment, which positively encourages children to want to come and learn.

Respect for each other is vital. Everyone has a right to maintain their dignity and their values. Everyone is expected to acknowledge, understand and respect every other individual.

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

Objectives:
- To promote a positive school culture where bullying is not tolerated.
- To empower students, staff, and parents to identify, report, and deal with bullying.
- To provide support for victims of bullying and help those who engage in bullying understand and change their behaviour.

We will seek to prevent bullying by:
Developing a code of behaviour that sets out how everyone involved in our school is expected to behave, in face-to-face contact and online, and within and outside of our activities.
Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
Putting clear and robust anti-bullying procedures in place.

Preventative Measures
The school actively seek to prevent bullying and may use the following strategies:
- encouraging considerate behaviour and rewarding such behaviour with praise and reward
- staff being role models of considerate and anti-bullying behaviour
- providing a physical environment which is secure, safe and appropriately supervised
- reviewing student opinions of bullying through 'pupil voice'
- reviewing parent/carer opinions of bullying through parent surveys
- raising the awareness of students and staff about bullying and the consequences, for example, through personal development, curriculum, assemblies, and external visitors
- highlight information about appropriate outside agencies that students can use
- keeping accurate records of bullying incidents and reviewing on a regular basis
- providing education regarding 'cyber bullying' and internet safety

Students who have been bullied may be supported by:
- Class teachers and the pastoral team in the form of a discussion
- being provided with the opportunity to take part in restorative conversations with those involved in the bullying
- being reassured about the circumstances of their situation
- being monitored by the pastoral team to provide a programme of support to restore self-esteem and confidence
- reporting to Lincolnshire Children's Services when a child may be suffering or likely to suffer harm; and involving other external agencies to support when appropriate.

Students who display bullying behaviour may be helped by:
- discussing what happened and how to resolve the situation
- discovering why the students became involved
- establishing the wrongdoing and need to change

- informing parents, carers or guardians to help change the attitude of the student
- the implementation of a programme that aims to foster positive interpersonal skills
- being provided with the opportunity to take part in restorative conversations and if appropriate, with the victim(s).

- **Education:** Bullying awareness will be integrated into the curriculum, including regular discussions and activities about respect, kindness, and empathy.
- **Anti-Bullying Week:** The school will hold activities, assemblies, and discussions during Anti-Bullying Week to encourage positive behaviour and raise awareness of bullying.
- **Peer Support:** Students will be encouraged to act as peer mentors, helping to promote an inclusive and supportive school culture.

Procedures:

We will make sure our response to incidents of bullying takes into account:
- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our school as a whole

Reporting and Recording

Safeguarding
If there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm because of bullying, the school will consult and refer such instances immediately to the Designated Safeguarding Lead (DSL), or a member of the safeguarding team/ pastoral team, in that School. Please refer to the Safeguarding and Child Protection Policy.

Even when safeguarding is not an issue, the school safeguarding team may consult and work with external agencies to support students who are being bullied or are involved in bullying behaviour.

Peer on peer abuse can take many different forms, including serious bullying (including cyber-bullying, homophobic and transphobic bullying). If bullying behaviour becomes abuse, the school's safeguarding team will be involved in supporting all involved parties.

Comprehensive records must be kept of all reported incidents, the advice and support given and the response of the bully and the bullied person.

Disciplinary Actions

Actions for repeated bullying may include:
- Parents informed and invited into school
- Verbal warning to cease the behaviour
- Pastoral support/ Restorative practice/ Behaviour ladder followed
- Developing strategies to tackle the behaviour alongside parents, the Head Teacher and other agencies where applicable.
- Various withdrawals of privileges.
- Team Around the Child (TAC) Procedures adopted/ Personal support plan
- Fixed term exclusion from School
- Permanent exclusion from School, though only in extreme cases and as a last resort.

At any stage of the procedure, if a parent has reason to complain about the way in which a case of bullying is being addressed, they should follow the complaints procedure, as set out in the 'School Complaints Policy'.

The Anti-Bullying Policy is the responsibility of the Governors, and they review this Policy annually. This is done through discussion with the Head Teacher, in which the Head Teacher reports on the effectiveness of the Policy. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Bullying Outside of School

The school has a specific statutory power to discipline students for poor behaviour outside of the school premises. Section 89(5) of The Education and Inspections Act 2006 gives schools the authority to regulate students' conduct when they are not on school premises and are not under the lawful control or charge of a member of staff. When bullying outside of school is reported to staff, it will be investigated and acted on.

Definition of bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on groups of race, religion, gender, sexual orientation, special education needs or disabilities, or because a child is adopted, in care or has caring responsibilities. Bullying can happen anywhere – at school, at home or online. It often involves a power imbalance between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship, which makes it difficult for those they bully to defend themselves. It is important to distinguish bullying from other unkind, mean and harmful behaviour. A single incident of calling someone a name, pushing someone, being rude, expressing negative thoughts and feelings, leaving someone out or having an argument with someone is not bullying. Relationships between young people can break down from time to time and relational conflict occurs. To minimise the number of times these differences lead to bullying requires each individual to respect others.

Bullying is any deliberate, repeated hurtful behaviour, verbal, physical, or social, intended to harm others. This may include:
- **Physical bullying:** hitting, kicking, pushing, or damaging someone's belongings.
- **Verbal bullying:** name-calling, teasing, taunting, or making threats.
- **Social bullying:** excluding others, spreading rumours, or manipulating friendships.
- **Cyberbullying:** using technology to send hurtful messages, images, or videos.

Bullying, as per the above definition, has three common elements:
- It is deliberately hurtful.
- It is repeated, often over a period of time.
- It is difficult for those being bullied to defend themselves (a power imbalance).

Examples of behaviour that can become bullying behaviour include:
- verbal abuse, such as name calling and gossiping
- non-verbal abuse, such as hand signs or text messages
- emotional abuse, such as threatening, intimidating or humiliating someone
- exclusion, such as ignoring or isolating someone
- undermining, by constant criticism or spreading rumours
- controlling or manipulating someone
- racial, sexual, homophobic, biphobia and transphobic bullying
- physical assaults, such as hitting and pushing
- making silent, hoax or abusive calls

Harassment

Although bullying in itself is not a specific criminal offence in the UK, some types of harassment or threatening behaviour – or communications could be criminal offences under the following Acts:
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- The Communications Act 2003
- The Public Order Act 1986

If a setting feels that an offence may have been committed, they may seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety; or to send an electronic communication which conveys a message or image which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Monitoring and Review: The effectiveness of the Anti-Bullying Policy will be monitored regularly by the school leadership team. The records of bullying incidents will be analysed by the Headteacher and Designated Safeguarding Lead to ensure repeat offenders are identified and supported. The effectiveness and impact of advice and support given in reducing the number of incidents will be evaluated regularly.

Feedback from students, staff, and parents will be considered to make improvements. The policy will be reviewed annually.

Conclusion: Every student has the right to learn in a safe and supportive environment. By working together, we can make sure that bullying is not tolerated