



APPROACH LEARNING

Anti-Bullying Policy

Approved by:	Lana Wild
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Last reviewed on:	1st September 2025
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Next review due by:	September 2027
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1. Purpose & Scope

This policy sets out our school's approach to preventing and tackling all forms of bullying. It applies to behaviour in school, during travel to and from school, on school trips, and to incidents online that impact pupils. The policy is part of our statutory Behaviour Policy and our safeguarding strategy.

2. 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, and involves an imbalance of power. This includes:

- Physical bullying (hitting, kicking)
- Verbal bullying (name-calling, threats)
- Social bullying (exclusion, spreading rumours)
- Cyberbullying (sending offensive messages online or via mobile devices)

- Bullying based on protected characteristics (race, religion, gender, disability, sexual orientation, etc.)

3. Legal Framework

This policy complies with:

- Education and Inspections Act 2006 (Section 89)
- Equality Act 2010 and Public Sector Equality Duty
- DfE statutory guidance: 'Keeping Children Safe in Education 2024'
- DfE guidance: 'Preventing and Tackling Bullying' (2017, updated)

4. Accessibility & Communication

The policy will be published on the school website, shared with staff during induction and annual training, and communicated to pupils and parents each year.

5. Prevention Strategies

We aim to prevent bullying by:

- Embedding respect, equality and diversity within the curriculum (e.g., RSHE).
- Running anti-bullying campaigns including Anti-Bullying Week.
- Offering peer support and student-led initiatives.
- Training staff to identify and respond to bullying early.

6. Reporting Bullying

Pupils can report bullying in the following ways:

- To their form tutor or Head of Provision
- Via a safeguarding lead
- Using the school's anonymous reporting system (if available)
- Through parents/carers contacting the school

7. Response & Investigation

All reports of bullying will be taken seriously. The response will involve:

1. Prompt investigation by staff.
2. Informing parents/carers of both the victim and perpetrator.
3. Support for the victim, such as mentoring or counselling.
4. Appropriate consequences for the perpetrator, including restorative approaches where appropriate.
5. Recording the incident and monitoring for recurrence.

8. Cyberbullying

The school will treat cyberbullying with the same seriousness as face-to-face bullying. Staff may, where necessary and lawful, view and delete offensive material on student devices. Education about safe and respectful online behaviour will be delivered through the curriculum.

9. Recording & Monitoring

All bullying incidents will be recorded securely, including details of the nature of bullying, individuals involved, and actions taken. Patterns will be monitored regularly to identify vulnerable pupils or recurring issues.

10. Support

Support will be provided for victims, perpetrators, and bystanders, including counselling, mentoring, and restorative practices to rebuild relationships where possible.

11. Policy Review

This policy will be reviewed annually by the Senior Leadership Team in consultation with students, staff, parents, and governors.

12. Safeguarding Alignment

This policy forms part of the school's wider safeguarding arrangements and should be read in conjunction with the Child Protection Policy, Behaviour Policy, Online Safety Policy, and Equality Policy.