



Anti-Bullying Policy

Date Agreed:	March 2026
Review Date:	March 2028
Type of Policy:	School Policy

Revision Number	Date Issued	Prepared by	Approved	Comments
1	21/02/24	BD	07/03/24	
2	06/03/26	BD		Updated in line with KCSIE 2025 and current legislation and guidance

<i>Type of Policy</i>	<i>Tick ✓</i>
DCAT Statutory Policy	
DCAT Non-statutory Policy	
DCAT Model Optional Policy	
Academy Policy	✓
Local Authority Policy	

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Introduction

Our **vision** for our Trust is we exist to:

Help every child achieve their God-given potential

Our **aims** are clear. We aim to be a Trust in which:

Developing the whole child means pupils achieve and maximise their potential

Continued development of staff is valued and improves education for young people

All schools are improving and perform above national expectations

The distinct Christian identity of each academy develops and is celebrated

Our work as a Trust is underpinned by shared **values**. They are taken from the Church of England's vision for Education and guide the work of Trust Centre team. They are:

Aspiration

I can do all things through Christ who strengthens me
(Philippians 4 vs 13)

Wisdom

Listen to advice and accept discipline, and at the end you will be counted among the wise
(Proverbs 19 vs 20)

Respect

So in everything do to others what you would have them do to you
(Matthew 7 vs 12)

Our vision of helping every child achieve their God-given potential is aligned with the Church of England's vision for education and is underpinned by the Bible verse from John: *I have come that they may have life, and have it to the full.*

The St. James' Vision

Learning as a family in Jesus, through Love, Hope and Forgiveness.

Matthew 19:14: *“Let the little children come to me and do not hinder them, for the kingdom of heaven belongs to such as these.”*

To provide an engaging, relevant education within a Christian environment, where everyone flourishes academically, socially, physically, morally, emotionally and spiritually.

Our Christian Values are: **LOVE, HOPE** and **FORGIVENESS**.

*'A new commandment I give to you, that you **love** one another just as I have **loved** you, you also are to **love** one another.'*

John 13:34

*'May the God of **hope** fill you with all the joy and peace in believing, so that by the power of the Holy Spirit you may abound in **hope**.'*

Romans 15:13

*'Be compassionate and kind to one another, **forgiving** each other, just as in Christ, God **forgave** you.'*

Ephesians 4:32

I. Aims

Our school is committed to providing a caring, friendly and safe environment where every pupil can learn without fear. Bullying of any kind is unacceptable. If bullying does occur, pupils should feel confident to report it knowing that concerns will be dealt with promptly, effectively, and sensitively. Anyone who knows that bullying is happening is expected to tell a member of staff.

Definition of Bullying

Bullying is defined as repeated, intentional behaviour that causes physical or emotional harm, where there is an imbalance of power.

Bullying can also 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'

We acknowledge that the potential to bully is possible in any community and that bullying must be acknowledged and responded to immediately. This includes supporting the bully as well as the victim.

We seek to follow the principles of restorative justice to allow both bully and victim to be heard and supported and to develop life skills to be beacons of good citizenship in school and beyond.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Everyone in the school community is responsible for preventing occurrences of bullying and helping to resolve incidents quickly and effectively

All staff receive appropriate safeguarding and child protection training (including online safety, which amongst other things, includes an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring which, in turn, contributes to the prevention of online bullying.

2. Types of Bullying

Bullying can be, but is not limited to:

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** Racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Homophobic:** Because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable
- **Verbal:** Name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

3. When bullying occurs

All allegations of bullying are reported to staff or the SLT. Incidents are recorded on Arbor and, where safeguarding concerns exist, on MyConcern.

We take a caring approach by listening to both the victim and bully. We believe that there is often a reason why people bully and that young children need to be given the opportunity to express the reason why.

We listen at length to the victim showing patience and understanding. The victim will often need reassurance that it is good and right to tell on a bully.

In line with KCSIE 2025, all staff are aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. For example, children may feel embarrassed, humiliated, or are being threatened. This could be due to their vulnerability, disability and/or sexual orientation or language barriers. This should not prevent staff from having a professional curiosity and speaking to the designated safeguarding lead (DSL) if they have concerns about a child. It is also important that staff determine how best to build trusted relationships with children and young people which facilitate communication.

The victim also needs to know that the adults will help sort the problem out and will not allow bullying to continue.

Equally the bully must know that the adults will persist until the bullying ceases. The adults will be there to help them fully learn to behave in a caring and socially appropriate way but will not tolerate any form of bullying.

We seek to follow the principles of restorative justice to allow both victim and bully to be supported and to develop life skills to become beacons of good citizenship in school and beyond.

4. Procedures

1. Report bullying incidents to staff or SLT
2. The victim will receive additional support from school staff
3. The reported incidents will be recorded by staff on Arbor (and MyConcern) and appropriate staff alerted
4. In particular cases, parents may be informed and will be asked to come into a meeting to discuss the problem
5. If necessary and appropriate, police will be consulted particularly if there is any suggestion of child-on-child abuse
6. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
7. Support will be given to help the bully (bullies) change their behaviour

5. Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.
- Official warnings to cease offending
- Lost breaktime/s
- Exclusion from certain areas of school premises at certain times or removal from class-based learning
- Assertiveness training and support for the victim
- Counselling
- Involvement of external agencies
- Formal recording (racism/homophobia)
- Use of supervision support plans (see below)
- Liaison with parent/carer/social worker
- Where necessary, the school will work 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's Services
- In serious cases, temporary or even permanent exclusion will be considered
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

In the specific case of online bullying,

1. The bully will be asked to remove any material deemed to be inappropriate or offensive
2. Parent/carers will be informed
3. If deemed necessary, confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law. (We will access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully).
4. The Police will be contacted if a criminal offence is suspected
5. Providing information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - Advising those targeted not to retaliate or reply.
 - Providing advice on blocking or removing people from contact lists.
 - Helping those involved to consider and manage any private information they may have in the public domain.

6. Supervision support plans

The identified children may be put on a 'supervision support plan'. Identified individuals who support the children (including at lunchtimes) will be watching to identify what actually happens and the information will be recorded and reported back to the class teacher or a member of the Senior Leadership Team. This is usually for a few days but can be for up to a week. This information is usually then discussed and analysed so that a satisfactory and positive path forward can be found, based on available evidence.

Online Safety

The school follows KCSIE 2025 online safety expectations, including filtering/monitoring and managing misinformation, disinformation and conspiracy theories.

We understand that online bullying is just as serious as in person and we teach children how to be Ready, Respectful and Safe online through weekly online safety lessons.

7. Record Keeping

All incidents—suspected, confirmed or unsubstantiated—are logged and archived through Arbor and MyConcern.

The school will also aim to prevent bullying behaviours by striving for an ethos of respect for one another and raising awareness of the nature of bullying through:

- An inclusive culture that values every member of the community
- PHSE and RSE curriculum lessons
- Academy Council
- Worship and Whole Academy Assembly
- Work with individual pupils who may be at risk from becoming a bully or a victim
- Open discussion on differences between people that could motivate bullying, such as children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenging practice and language (including ‘banter’) which does not uphold the school values of love, hope and forgiveness along with being Ready, Respectful and Safe.
- Emphasising and sharing the Golden Rules and being Ready, Respectful and Safe
- Modelling and rewarding kind behaviour

Young people all fall out from time to time and when this happens unkind words and deeds happen. This should not be confused with bullying.

Bullying usually takes place over a period of time and is deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves or there is an imbalance of power.

This Anti-Bullying Policy closely link with our school’s Positive Behaviour Policy and Online Safety Policy.

8. Useful Sites and Supporting Organisations

The following may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- 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
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS):
www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying