



# **Anti-Bullying Policy**

**Person responsible: Headteacher**

**Date adopted: March 2025**

**Review Date: March 2027**

## **Alban City School Anti- Bullying Policy**

Alban City School is committed to working with staff, pupils and parents and carers to create and maintain a school community where bullying is not tolerated. The school's anti-bullying policy has been developed with due regard for our duties and obligations under existing legislation and public sector duties for the safeguarding and wellbeing of all our pupils and we will take all steps to ensure their safety.

This policy aims to produce a consistent response to any bullying incidents that occur and should be read in conjunction with our Behaviour Policy.

### **Defining bullying**

While there is no single definition of bullying, the Department for Education provides the following guidance:

'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 grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.' "Preventing and Tackling Bullying" DfE 2017

Bullying is behaviour that impacts negatively on others in the following ways:

1. The behaviour is either intended to cause distress or results in distress.
2. The behaviour is repeated or results in multiple impacts on the target.
3. There is an imbalance of power between the perpetrator/s of bullying and the target/s whether as a result of the prior context or the content or the experience of the hurtful behaviour.

Bullying behaviour may include but is not limited to:

- physical behaviour- pushing, hitting, kicking
- verbal behaviour- name calling, threats, teasing
- emotional behaviour- tormenting, excluding
- online/cyber behaviour- posting on social media, sending unkind messages
- prejudicial behaviour- using discriminatory language and/or behaviour which is directed at someone because of their race, religion, gender, sexual orientation, special educational needs or disabilities

### **Roles and Responsibilities**

#### **Governors' roles and responsibilities**

- Promote wellbeing and ensure the safeguarding of all pupils in the school.
- Ensure that the school carries out statutory duties and observes national guidance.

- Regularly review the anti-bullying policy and monitor any incidents of bullying.
- The Governing Body responds within ten school days to any request from a parent to investigate incidents of bullying. In all cases the Governing Body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the Governing Body.

### **Headteacher and Senior staff with responsibilities**

- Build and maintain a school ethos which is welcoming, supportive and inclusive of all pupils, parents/carers and staff.
- Promote the wellbeing and ensure the safeguarding of all pupils in the school.
- Ensure the voice of pupils, staff, parents and carers is heard and communicated to Governors.
- Ensure the effective communication of the policy to all pupils, staff and stakeholders.
- Ensure that pupils, staff, parents/carers and other stakeholders are involved in the creation of a positive school ethos.
- Take action to prevent all forms of bullying.
- Ensure that the school's anti-bullying policy and related practice is complied with consistently and effectively.
- Ensure that all staff regularly receive appropriate induction and training to enable them to recognise and prevent all forms of bullying and ensure that they are clear about their roles and responsibilities in preventing and responding to bullying.
- Maintain a system for recording incidents of bullying and hurtful behaviour.
- Provide structures and systems that respond effectively to pupils' views with regard to behaviour and bullying.
- Involve external agencies as appropriate to respond to incidents.
- Celebrate and share the anti-bullying work of the school and its pupils and highlight good practice.

### **Teaching and Support Staff**

- Contribute to building and maintaining a school ethos which is welcoming, supportive and inclusive of all pupils and staff.
- Behave with respect and fairness to all pupils in supporting the policy.
- Implement the Anti-Bullying Policy and use CPOMS to log any unacceptable behaviour.
- Develop and support curriculum opportunities to promote equalities and address bullying.
- Provide a consistent response to incidents of bullying and hurtful behaviour whatever its nature or motivation.
- Liaise with other members of staff to address any issues.
- Provide support to both the targets and perpetrators of bullying.
- Take part in relevant professional development.
- Model positive attitudes and relationships.
- Use age-appropriate language with children.
- Promote a positive view of difference and challenge prejudice and stereotypical views both through classroom practice and by modelling the behaviour and values they are trying to promote.

## **Pupils**

- Report any incidents of bullying to a member of staff, whether directed at themselves or at somebody else.
- Take responsibility for personal behaviour and actions and treat one another with respect and kindness.
- Contribute opinions and suggestions to help improve the anti-bullying work of the school through Pupil Voice opportunities.

## **Parents/Carers**

- Demonstrate positive support for the school's anti-bullying and behaviour policies.
- Model appropriate behaviour at all times particularly within school grounds.
- To use age-appropriate language when discussing behaviours with own children.
- Report and/or raise any concerns regarding bullying with a member of school staff.
- Support the work undertaken by the school to promote equalities, celebrate difference and challenge discrimination.
- To take responsibility for promoting appropriate use of technological devices at home with regard to e-safety and cyber-bullying.

## **Preventing and Responding to Bullying Incidents**

### **Preventing Bullying**

An anti- bullying ethos is promoted in our school community through:

- Assemblies, speakers, theme weeks, displays, school values and use of high-quality resources.
- Teaching pupils how to raise concerns and how to help each other respond assertively to bullying.
- Using curriculum opportunities to address issues such as understanding the nature of bullying, learning strategies for responding to bullying directed at themselves and others and choosing not to be involved in bullying behaviours.
- Training and induction.
- Use of outside agencies as appropriate.
- Pupils to become actively and increasingly involved in the anti-bullying work of their school in an age-appropriate way.

### **Responding to Bullying**

- All reports of bullying are taken seriously and are investigated. Children are encouraged to report any incidents to any of the adults who work in our school.
- Teachers are expected to deal with the issues immediately. Strategies may include talking to both the child who has been bullied and the child who has

carried out the bullying, explaining why the action was wrong, helping the child to change their behaviour, giving an educational or protective consequence, providing additional learning, putting in place support programmes, working with parents and carers and utilising other agencies as appropriate.

- Pupils who have experienced bullying, and their parents/carers, are made aware that incidents have been addressed according to school guidance and procedure.
- Continued support, followed by regular monitoring are essential in order to restore self-esteem and confidence. Follow up meetings as appropriate.
- All incidents of bullying are recorded on CPOMS. The Headteacher is notified of any incidents logged onto this system.
- Any behaviours noted outside of school will be logged onto CPOMS. Eg Cyberbullying
- For further information regarding cyber bullying, please refer to the School's Online Safety policy.

### **Monitoring and Review**

This policy will be reviewed every two years and should be read in conjunction with the Behaviour Policy, SEN Policy and Exclusion Policy.