



Anti-Bullying Policy

INTRODUCTION

Our school is committed to providing a safe, inclusive, and nurturing environment. Bullying of any form is unacceptable and will not be tolerated. This policy has been developed to outline our whole-school approach to preventing and addressing bullying to ensure the safety and well-being of every pupil.

DEFINITION OF BULLYING

What is Bullying?

Bullying is defined as “behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally”. It typically involves an imbalance of power where the victim finds it difficult to defend themselves.

Forms of Bullying

Bullying can take many forms, including but not limited to:

- **Physical Bullying** – Hitting, kicking, pushing, damaging belongings, or other forms of physical aggression.
- **Verbal Bullying** – Name-calling, insults, teasing, threats, or derogatory remarks.
- **Relational (Indirect) Bullying** – Spreading rumours, exclusion from social groups, or manipulating friendships to harm others.
- **Cyberbullying** – The use of digital platforms, such as social media, messaging apps, and online forums, to send harmful messages, spread rumours, or post inappropriate content.
- **Prejudice-Based Bullying** – Harassment, insults, or exclusion based on race, religion, gender, disability, sexuality, or other protected characteristics.

The Impact of Bullying

Bullying can have serious physical, emotional, and psychological consequences, including:

- Reduced self-esteem and confidence.
- Academic underachievement due to anxiety and fear.
- Social withdrawal and difficulties forming friendships.
- Emotional distress leading to mental health problems.

ROLES AND RESPONSIBILITIES

Senior Leadership Team

- Ensure this policy is implemented effectively and reviewed regularly.
- Monitor incidents of bullying and evaluate the effectiveness of school measures.
- Provide training and resources to staff to maintain a proactive approach.

Staff

- Consistently enforce the school's behaviour and anti-bullying policies.
- Be vigilant in identifying bullying behaviours and take appropriate action.
- Foster a culture of inclusion, kindness, and respect.
- Support both victims and perpetrators to promote behaviour change.

Pupils

- Treat others with kindness and respect.
- Report any incidents of bullying to a trusted adult or appropriate reporting system.
- Support peers who may be victims of bullying.

Parents and Carers

- Encourage their child to respect others and report concerns.
- Work in partnership with the school to resolve bullying incidents.
- Provide emotional support for their child when necessary.

PREVENTATIVE STRATEGIES

Whole-School Approach

The school promotes a culture of respect and inclusion through:

- A strong school ethos that reinforces the values of respect, kindness, and understanding.
- A clear behaviour policy, ensuring that bullying is dealt with swiftly and effectively.

Awareness and Education

Anti-bullying awareness is embedded in:

- The PSHE and RSHE curriculum, educating pupils on healthy relationships, empathy, and online safety.
- Assemblies, discussion sessions, and themed weeks (such as Anti-Bullying, Kindness etc).
- Classroom activities encouraging empathy, teamwork, and resilience.
- Anti- Bullying Week(10th-14th November 2025)

Staff Training

All staff receive training on:

- Identifying and responding to bullying.(TES)
- Restorative justice and conflict resolution strategies.(SFL)

REPORTING AND RESPONDING TO BULLYING

Reporting Procedures

Bullying can be reported in various ways by parents, students or teachers, in writing or verbally by:

- Speaking to a trusted member of staff.
- Contacting the SFL Coordinator.

Investigating and Responding to Incidents

- All reports of bullying are taken seriously and investigated promptly in accordance with procedures established by the Conselleria de educacion.
- A thorough fact-finding process is conducted by relevant staff.
- Confidentiality is maintained while ensuring transparency with necessary parties.

SUPPORTING THE VICTIM

- SFL provides pastoral support and counselling where needed. Families may be given a recommendation to seek support from an external specialist where considered necessary.School has links with Miinta which families can contact for support as desired. Details available from the Support for Learning Dept.
- Offering safe spaces for reflection or emotional support.
- Monitoring the pupil's well-being over time through regular check-ins.
- Encouraging restorative approaches, where appropriate, to rebuild confidence.

SUPPORTING THE PERPETRATOR

- Addressing underlying causes of bullying through pastoral support and intervention.
- Providing restorative justice sessions where appropriate to repair relationships.
- Teaching empathy-building strategies and conflict resolution skills.
- Implementing behaviour support plans
- Involving families in discussions to encourage positive behavioural change.
- Families may be required to seek external help as a condition in continuing in the school

MONITORING, EVALUATION, AND REVIEW

Recording and Monitoring Incidents

- All bullying incidents are recorded in our Cause for Concern system and are monitored for reviewing outcomes.
- Senior leaders meet with SFL to inform policy effectiveness and updates.

Evaluating the Policy's Effectiveness(Addition)

- Pupil and parent surveys assess experiences and perceptions of bullying.
- The effectiveness of interventions is regularly reviewed.

Policy Review and Update

- The policy is reviewed every two years, incorporating feedback from staff, pupils, and parents.