



Anti-Bullying Policy

November 2025

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1. HOW THIS POLICY WAS DEVELOPED

Vision Multi Academy Trust should be a place where pupils feel happy, safe, confident and respected.

Every pupil has the right to learn without being teased, harassed or humiliated. Our duty of care includes protecting pupils from harm and bullying.

This policy takes full account of the Trust's legal obligations under the Education and Inspections Act 2006:

- to make a written copy of the anti-bullying policy available on request;
- to set the strategies to be followed with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

2. DEFINITION OF BULLYING

2.1 Bullying can be defined in a number of ways. We follow DFE guidance which defines bullying as:

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

2.2 Specific Examples of bullying.

Emotional:	someone being unfriendly, tormenting, and teasing
Verbal:	name calling, spreading rumours, making fun of someone
Physical:	pushing, kicking, hitting, biting and spitting
Racial:	racial taunts, making fun of culture, colour, creed or religion
Sexual:	unwanted physical contact
Homophobic:	because of/or focusing on the issues of sexuality
Transphobic:	Behaviour or language that makes a child or young person feel unwelcome or marginalised because of their perceived or actual gender identity
Online/cyber:	Setting up hate websites, offensive text messages and emails
Bullying is not	the occasional falling out with friends or the odd silly joke. It is something done on several occasions with the intention of upsetting or harming the victim

3. AIMS AND OBJECTIVES

3.1 The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the Trust have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the policy.

3.2 This will happen in the following way:

- the Trust will meet the legal requirement of all schools to have an anti- bullying policy in place;
- the Trust will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 2004, The SEN and disability Act 2001 and The Government Green Paper 'Every Child Matter' 2003 (outcome 2).
- all governors, teaching and non-teaching staff, pupils and parent/carers will have an understanding of what bullying is;
- all governors, teaching and non-teaching staff will be aware of the Trust's policy on bullying and will consistently and swiftly follow it when bullying and what can be done if bullying is reported;
- all pupils and parent/carers will know what the school's policy is on bullying and what can be done if bullying occurs;
- pupils and parent/carers will be assured that they will be supported when bullying is reported;
- whole school initiatives and pro-active teaching strategies will be implemented to raise awareness of bullying issues.

4. SPECIFIC TRUST TARGETS

- To ensure that all trustees, governors, parents, pupils, teaching and non-teaching staff have seen and had the opportunity to discuss the policy
- To ensure all staff are familiar with the procedure for reporting incidents
- To ensure all incidents of bullying are recorded and monitored
- To ensure every pupil receives regular Form Periods/PD where matters can be discussed.
- To foster a restorative approach ensuring a caring atmosphere in and around the school, in which pupils feel able to intervene to help victims and to report incidents.

- **5. CODE OF CONDUCT - WITH REGARD TO TRUST'S BEHAVIOUR AND RELATIONSHIPS WITHIN THE SCHOOL COMMUNITIES**
 - Show respect for every student and other colleagues within the school communities as individuals
 - Be aware of vulnerable students
 - Challenge the behaviour rather than the student
 - Avoid favouritism
 - Be seen to be fair
 - Avoid labelling
 - Have high expectations of students
 - Never give students ammunition to use against each other
 - Actively seek to develop a praise culture within the Trust

Young people also have a responsibility to role model appropriate behaviour for their peers and younger pupils. We therefore believe that all students must:

- show respect for their fellow students and adults working within the school's community;
- support and be sensitive to other when they may be feeling vulnerable;
- actively seek to develop a praise culture within the academy;
- actively support the school's anti-bullying policy;
- take responsibility for their own behaviour.

6. EQUAL OPPORTUNITIES

- 6.1 Every member of the Trust's community is entitled to expect equality of protection from bullying as well as protection and support from the Trust's policies and procedures designed to ensure that the academy remains a safe environment in which to teach

6.2 How can teachers help prevent bullying in the classroom

- Explain that bullying will not be tolerated in your classroom.

- Everyone is expected to ensure it does not happen and has the responsibility to tell - this is not telling tales.
- Allow pupils to be involved in setting 'ground rules' for behaviour.
- Use appropriate curriculum opportunities to discuss bullying issues - pupils feel reassured when teachers recognise the problem in the academy.
- Most bullying groups have a leader and other children are often frightened or try to look 'big' joining in. Break up the group, change the seating plan and turn peer pressure against the bully.
- Set a 'good example' treat all pupils with respect and demonstrate how conflict can be resolved.
- Remember bullies 'seize the opportunity' - certain pupils may need more close supervision, particularly in situations where there is movement around the teaching space e.g. in practical lessons.

7. HOW TO DEAL WITH A BULLYING INCIDENT

Bullying can be defined in a number of ways. We follow DFE guidance which defines bullying as:

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

- 7.1 In deciding whether to report a bullying incident staff must use their professional judgement. It may be a 'one-off' but serious incident or continuous/repetitive bullying. It could occur in the classroom, around corridors, in the dining room or outside of the academy.

If a bullying incident happens:

- i. **Listen to the pupil** - if in a lesson, make a note in your teacher planner. This helps recall of previous incidents
- ii. **The Pastoral Support Worker will collect independent witness statements.** These may be verbal **in the first instance to allow staff to ascertain the full picture**, clarify the facts and provide understanding of events leading to an incident. If the member of staff decides that the incident is classed as bullying then statements must be taken. The pastoral leader and relevant Key Stage leader must be involved from this point as they will have the full overview of any ongoing concerns; they will guide future actions.

- iii. **The relevant member of the staff will speak to the child who has been bullied and give reassurance, suggest strategies in dealing with bullying.**
- iv. **The relevant member of staff would contact home.**
- v. **The Designated Safeguarding Lead will decide whether the incident is to be logged on CPOMS and will also look to see if there are repeat/ previous incidents which then denote higher sanctions and possible further intervention.**
- vi. **The relevant pastoral leader/ Member of staff** should contact home regarding details of incident and reassure parents/carers of victim and bully that the matter is being dealt with.
- vii. **Restorative Conference / Counselling / Peer Mentoring should be offered to the** victim and bullies should be offered support to help discuss their concerns, resolve issues. The relevant pastoral leader will coordinate all support.
- viii. **Follow up** - staff reporting incident should check with child that bullying has been resolved / stopped, preferably within one week of incident.
- ix. **Further incidents** – involving same pupils will be identified through the bullying tracker and parents/carers should be invited to discuss concerns in the school with the relevant senior leader.

8. CONFIDENTIALITY

- 8.1 Our staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Child protection procedure must be followed when any disclosures are made. It is very rare for a pupil to request absolute confidentiality. If they do in situations other than those involving child protection issues, staff must make a careful judgement whether or not a third party needs to be informed. This judgement will be based upon:
 - the seriousness of the situation and the degree of harm that the pupil may be experiencing;
 - the pupil's age, maturity and competence to make their own decisions.
- 8.2 Where it is clear that a pupil would benefit from the involvement of a third party, staff should seek consent of the pupil to do so. If appropriate, staff might inform the third party together with the pupil, unless clearly inappropriate. Pupils will always be encouraged to talk to their parent/carers. An underlying principle in supporting pupils in our academy is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously. Although our Trust cannot guarantee confidentiality pupils will be informed of national and local help lines, if appropriate where confidentiality can be maintained.

8.3 GUIDANCE FOR PARENTS

Guidance for parents if your child is being bullied:

- calmly talk with your child about his/her experiences;
- make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened;
- reassure your child that he/she has done the right thing to tell you about the bullying;
- explain to your child that should any further incidents occur he/she report them to a teacher immediately;
- make an appointment to see the class teacher;
- explain the problems your child is experiencing.

When reporting bullying:

- try to stay calm and bear in mind that the Deputy Head Teacher may be unaware that your child is being bullied or may have heard conflicting accounts of an incident;
- be specific as possible about what your child says has happened, give dates, places and names of other children involved;
- make a note of what action the school intends to take;
- ask if there is anything you can do to help your child or the school;
- stay in touch with the academy and let them know if things improve as well if problems continue.

If your child is bullying others:

- talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy;
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want;
- show your child how he/she can join in with other children without bullying;
- make an appointment to see the Deputy Head and explain the problems your child is experiencing as well as discussing how you can work together to stop him/her bullying others;
- regularly check with your child how things are going at the academy;
- give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

If your child is experiencing any form of electronic bullying:

- ensure your child is careful of whom they give their mobile phone number and e-mail address to;
- check exactly when a threatening message was sent;
- when necessary report incidents to the police.

8.3 Sanctions

Our school has set sanctions for dealing with incidents of bullying.

9. STRATEGIES TO REDUCE BULLYING

9.1 The Trust adopts a range of strategies to prevent bullying, to raise awareness of bullying and to support victims and bullies. The Trust's ethos nurtures the pupils and encourages close friendships in which the children not only flourish themselves, but learn to nurture others. Staff and older pupils lead by example.

9.2 The Trust's curriculum is designed to foster:

- communication skills;
- ability to put oneself in another's shoes;
- who saw what was happening;
- what you have done about it already.

9.3 If you experience bullying by mobile phone, text messages, e-mail or Facebook:

- tell a friend, parent or teacher;
- be careful who you give your mobile phone number or e-mail address to;
- make a note of exactly when a threatening message was sent.

10. SUPPORT FOR PUPILS WHO EXPERIENCE BULLYING

10.1 If you are being bullied:

- tell an adult or somebody you trust what has happened straight away;
- get away from the situation as quickly as possible;
- try to stay calm and look as confident as you can;
- be firm and clear - look them in the eye, if possible, tell them to stop and tell them how you feel.

10.2 After you have been bullied:

- tell a teacher or another adult you trust within the school;
- tell your family;
- if you are scared to tell a teacher or adult on your own, ask a friend to go with you;
- keep on speaking until someone listens and does something to stop the bullying;
- do not blame yourself for what has happened.

10.3 When you are talking to an adult about bullying be clear about:

- what has happened to you; how often it has happened;
- who was involved;
- was anyone else involved or witness to the incident.

11. MONITORING ARRANGEMENTS

- 11.1 This policy will be evaluated and updated where necessary annually. The views of our pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.

12. USEFUL WEBSITES REGARDING BULLYING IN SCHOOLS/ACADEMIES

BBC Bullying Survival Guide

Provides information, guidelines for dealing with all aspects of bullying, a help and resource list and accounts of celebrities who are bullied when they were at school.

Childline (www.childline.org.uk)

Gives details on the CHIPS initiative and other information regarding Bullying

Kidscape (www.kidscape.org.uk)

Gives advice and support for victims, schools/academies and parents

Bullying Online (www.bullying.co.uk)

A registered charity, which contains advice for both parents and pupils

NSPCC

A registered charity dedicated to stopping cruelty to children

Bully Web. (www.bullying.co.uk)

A research site with links to other sites on bullying