



Alder Community
High School

Anti-Bullying Policy

Author:	Helen Littlemore / Rachel Anderson in conjunction with Head Boy and Head Girl		
This policy was agreed by governing body on 03.02.2026 This policy supersedes all previous policies relating to this area.			
Implemented:	03.02.2026	Review date:	Spring 2027
Statutory: No Non-statutory: Yes Required to be on school website: No			

Alder Community High School Anti Bullying Policy

1) Why do we have this policy?

- Alder Community High School recognises that all students have the right to feel safe, valued and respected, and that bullying can seriously impact wellbeing, learning and mental health.
- This policy outlines what Alder Community High School will do to prevent and tackle all forms of bullying.
- Alder Community High School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.
- The policy has been written with the involvement of the whole school community.
- This policy supports the school's legal duties under the Equality Act 2010.

2) How does this policy link to others?

This policy links with several school policies, practices and action plans including:

- Positive Behaviour Policy
- Complaints policy
- Safeguarding and Child Protection policy
- Confidentiality policy
- E Safety policy
- Curriculum policy
- SEND Policy

3) Who is responsible?

It is the responsibility of:

- The Headteacher to communicate this policy to the school community and ensure that measures are applied fairly, consistently, and reasonably.
- School Governors to take a lead role in monitoring and reviewing this policy.
- Rachel Anderson - The Designated Safeguarding Lead (DSL) to be informed of bullying incidents where there is a safeguarding concern.
- All members of the school community are expected to report bullying concerns immediately. School staff will share concerns via the school CPOMS system. Other stakeholders will contact via email the DSL and in an emergency telephone the school to share concerns verbally, then follow up via email.
- All staff (including Governors, Senior Leadership, teaching and non-teaching staff) to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Students to abide by the policy.

4) Definition of bullying

- Bullying can be defined as "*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*".
- Bullying can include name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful or false rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online bullying or cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- While bullying is usually repeated over time, a single incident may still be considered bullying if it is severe or has a significant impact.

5) Forms and types of bullying covered by this policy

Bullying can happen to anyone and can be linked to any protected characteristic. This policy covers all types and forms of bullying, including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying
- Bullying via technology, known as online bullying or cyberbullying
- Prejudicial bullying (against people/students with protected characteristics)
- Bullying related to pregnancy
- Bullying related to age
- Bullying related to social class or financial circumstances
- Bullying related to appearance linked to religion or culture (e.g. clothing, hair, religious dress)

6) School ethos

Our school community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

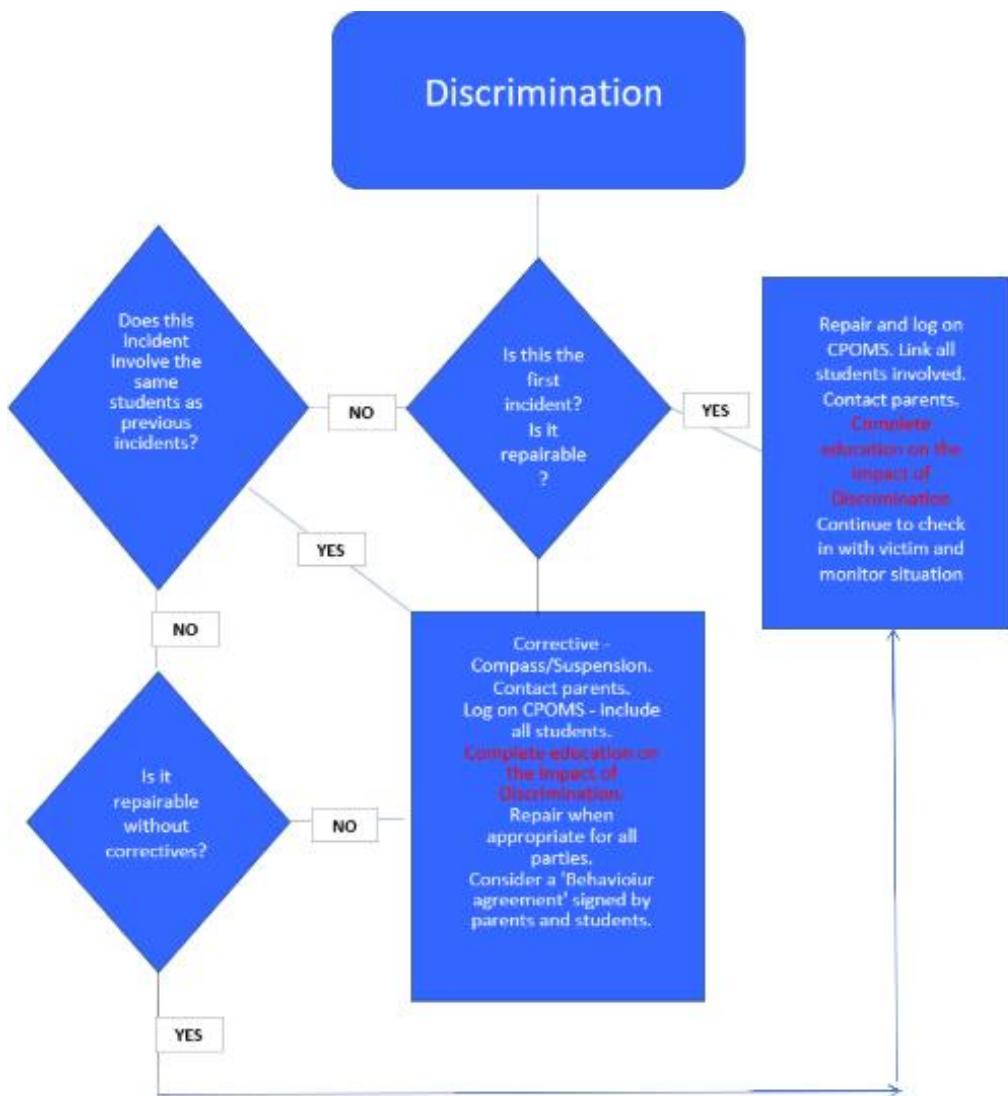
By effectively preventing and tackling bullying, our school can help to create a safe and disciplined environment, where students are able to learn and fulfil their potential. Our school values of Altruism (having a genuine and selfless concern for others) and Diversity (celebrating accepting and respecting that everyone is different both in school and in our community) are at the fore front of our work here.

We expect everyone in our school community to:

- Work with the school to uphold the anti-bullying policy.
- Follow our Alder Way, basic rules of which the first is 'Respect for everyone and our school environment'
- Recognise the potential impact of bullying on the wider family of those affected.

7) Responding to Discrimination

Staff will follow the Anti-Discrimination flowchart when dealing with any reported incident in school. See below:



Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems

- identifying and interviewing possible witnesses
- Contacting the service provider and the police, if necessary
- Ensure that sanctions are applied to the person responsible for the cyberbullying. The school will take steps to educate and change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.

Supporting students

Students who have been bullied will be supported by:

- Reassurance and continued pastoral support
- Access to advice, on how to keep evidence records of bullying, how to respond to bullying, and how to build resilience
- Other ongoing support, which may include working with key members of staff, formal counselling, or discussions with parents/carers

Students who have perpetrated bullying will be helped by:

- Discussions about what happened, to establish the concern and the need to change
- Discussion with parents/carers to support the needed change in attitude and behaviour of the child
- Appropriate education regarding the impact of their behaviour or actions on others
- If online, requests that content be removed, with accounts/content reported to the service provider.
- Sanctioning, in line with the school's Positive Behaviour Policy.

8) Student involvement

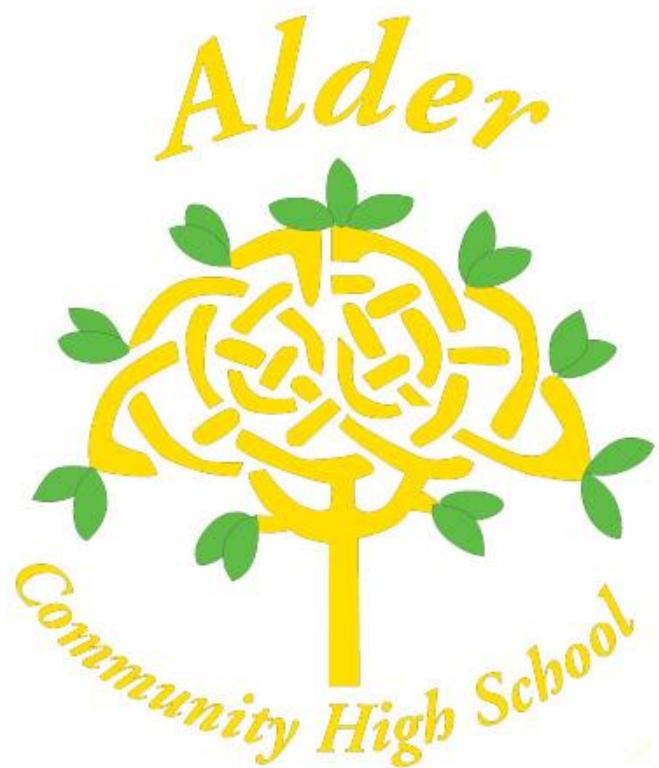
Staff will:

- Ensure that all students know how to express worries and anxieties about bullying
- Involve students in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Offer support to students who have been bullied and to those who are bullying to address the problems they have.
- Ensure students are involved in writing and reviewing the Anti-bullying policy and have a voice in how bullying is sanctioned.

9) How do I report an incident of bullying?

- Speak to a member of staff
- Speak to a family member
- Share with a friend
- Use our [Report It | Alder Community High School](#) email address

Send a message to the email address and a member of staff will get back to you.



ARE YOU, OR IS SOMEONE YOU KNOW, BEING BULLIED?

REPORT IT!

#WeAreALDER