Kirkburton and Scissett Middle School

Policy	Anti Bullying Policy		
Current version	**September 2026**	**Next review date**	**September 2027**
Date approved	**October 2026**	**Adopted from**	**October 2026**
Approver	**Governing Body**	**Signature**	

Objective of Policy
We want Kirkburton and Scissett Middle School to be settings where all pupils and staff feel safe, secure, happy, valued and appreciated. However, we recognise there may be occasions when members of our community feel they have been mistreated or bullied, be this between pupils, between staff and pupils, or between adults within the school community. This policy outlines our stance on bullying as being zero tolerance, and our response to any bullying issues should they arise. This policy is further supported by our Safeguarding and Child Protection Policy.

Aims of this Policy

This policy aims to:

a) Affirm our aspiration for the fulfilment and happiness for all within our school.
b) Explain our strategies for:

- Minimising the occurrence of bullying or mistreatment.
- Dealing with any instances of bullying and those affected as victims or perpetrators.

Definition of bullying

Bullying is behaviour by an individual or a group that intends to hurt, frighten, humiliate or threaten someone, particularly if the behaviour is repeated or persistent. It can be verbal, non-verbal, physical, social and online.

The Anti- Bullying Alliance definition of bullying is:

'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.'

Whilst bullying is typically repeated behaviour, a single serious incident causing significant harm, humiliation, fear or distress may be managed using the procedures within this policy.

Conflict

Unresolved conflict between pupils can lead to bullying. Conflict can arise due to personal differences between individual pupils or groups of pupils, problems from outside school becoming interwoven with school life or from difficulties arising from the breakdown of relationships between individuals or groups of pupils.

Types of Bullying (persistent and repetitive incidents)

- Name calling/taunting/mocking
- Pushing/shoving/hitting/kicking/biting
- Spreading malicious gossip or rumours
- Harassment (including following people and displaying intimidating body language)
- Writing insulting graffiti about another person on property, furniture or buildings
- Exclusion from social groups
- Verbal pressure to conform
- Using personal knowledge of another person to provoke a reaction
- Making unpleasant comments about another person's family or friends
- Taking belongings/defacing the property of others
- Extortion**, i**ntimidation or, incitement
- Homophobic Bullying (bullying motivated by prejudice against LGBTQ+ community)
- Cyber bullying (aggressive and intentional sending or posting of harmful or cruel text or images by internet or other digital communication by a group or an individual; videoing others being harassed or abused; making private information public without permission)
- Racist bullying
- Disability-related bullying
- Sexist or misogynistic bullying
- Transphobic bullying

- Faith-based bullying

Please be aware that this list is not exhaustive and is subject to change.

Bullying motivated by prejudice or discrimination relating to race, religion or belief, disability, sex, sexual orientation, gender reassignment, pregnancy or maternity will be treated particularly seriously and may be considered a safeguarding concern.

Some incidents may constitute peer-on-peer abuse and should be managed in accordance with the Safeguarding and Child Protection Policy.

Signs of Bullying

Pupils may indicate by signs or behaviour that they are being or have been bullied. Parents and staff should be aware that these are possible signs and should pass on their concerns if a child:

- Is unwilling to go to school
- Becomes withdrawn
- Regularly has clothes or books destroyed
- Becomes disruptive or aggressive
- Starts stealing money
- Is frightened to say what is wrong
- Begins to do badly in schoolwork
- Attempts suicide or runs away

Once again, please be aware that this list is not exhaustive and some of these symptoms may not be indicative of a bullying issue.

Aims and Objectives of Anti-Bullying Work at Kirkburton and Scissett Middle School

- To limit the amount of bullying incidents
- To help and support the victims of bullying
- To understand the reasons why people bully and work to change their behaviour
- To work with parents and the wider community to develop a holistic approach to tackling bullying and conflict between pupils
- To appropriately sanction, educate and support pupils guilty of bullying and conflict to enable them to change their behaviour.
- To establish an environment where all members of the school feel safe and are actively encouraged to speak out about any incidents of bullying.

Members of the Senior leadership team, along with the wider Pastoral team will:

- Work with staff to investigate reports of bullying
- Co-ordinate all aspects of anti-bullying work across the school
- Provide training for all staff on strategies to deal with issues of bullying
- Liaise with members of teaching staff to develop anti-bullying work as and when appropriate
- Have overall responsibility for ensuring that parents and pupils are aware of antibullying procedures

Senior Leadership Team

The senior leadership team will:

- Discuss anti-bullying work as and when appropriate
- Ensure that all members of staff are supported in co-ordinating anti-bullying work across the school
- Actively seek to promote a culture free from bullying

Pastoral Leaders

Pastoral leaders will:

- Ensure that all bullying incidents in their year group are accurately reported and recorded via the appropriate system
- Support their tutors in dealing effectively with any incidents of bullying
- Communicate with parents the actions taken to prevent persistent/further bullying
- Liaise with the safeguarding team as required

Teaching and Support Staff

Teaching and support staff will:

- Always listen to and deal with any bullying that they become aware of using the range of procedures outlined below, using their professional judgement about the best course of action in each individual case
- Once an incident of bullying is reported, staff must aim to take action in a timely manner and in line with expectations around reporting wider safeguarding concerns.
- Have a responsibility to pass on details of bullying incidents to pastoral leaders
- Have a responsibility to teach about bullying, its effects and strategies for dealing with it, via tutorial time and as part of the PSHE curriculum.

Pupils

Our pupils will help to make an environment where all members of the school are actively encouraged to speak out about any incidents of bullying by doing the following things:

- Victims of bullying should always report bullying to their parents, a member of staff or someone else who will report it for them
- Pupils should always report any bullying that they know about or have witnessed to a member of staff
- Pupils should encourage the victim to tell someone, doing nothing is not acceptable behaviour.
- Pupils should understand the role of the 'bystander' and how they can play an important part in supporting a victim of bullying by telling an adult in school

Parents/Carers

Parents have a responsibility to report any incidents of concern as quickly as possible and to work co-operatively and supportively with the school to resolve issues between pupils accepting the use of both punitive and preventative measures against bullying to achieve a long-term solution to the problem.

- Parents of pupils who are bullied on the way to or on the way home from school should refer the matter to the school.
- Parents should understand that the school can and will, when appropriate, involve the local police with issues that overlap both home and school life.
- **Parents have a responsibility to monitor the online activity of their children.** Parents receive regular reminders. Where possible, school will support issues related to online bullying but will advise parents to report to the police when serious or persistent incidents arise.

Governors

The governing body will receive anonymised information regarding bullying incidents, trends and actions taken as part of regular safeguarding reporting.

Strategies and Procedures

Strategies for dealing with issues of bullying and conflict within our Middle Schools are outlined below. Strategies combine educational, punitive and preventative approaches. Staff should use **CPOMS** to record and document any disclosure a pupil makes to them regarding bullying (the definition of bullying, not for example a friendship fallout which remains at pastoral level). Incidents of bullying will be investigated and dealt with by a member of the pastoral or safeguarding team. Our strategies include:

1. Work within the curriculum - staff will raise awareness of bullying and strategies to prevent it through lessons, assemblies and the culture curriculum. Pupils are taught about:
    a. Respectful relationships
    b. Online safety
    c. Protected characteristics
    d. Diversity and inclusion
    e. Bystander intervention
2. Regular sessions through the culture curriculum and assembly forum, to promote the message of zero tolerance towards bullying.
3. Restorative conversations between perpetrator and victim.
4. Emotional support in school as required.
5. Sanctions in line with the behaviour policy for serious one off or any repeated incidents of bullying behaviour.
6. Work with the local police - for certain incidents, the local police will be informed and/or involved in the process. This collaborative work enables our schools to deal effectively with issues within school which have arisen due to matters outside of school time. Our work with the police is an integral part of our extended school service.

Communication

Communication about anti-bullying work occurs through the following:

- Weekly pastoral meetings
- Parent bulletin and parent letters
- The school website
- Assemblies
- Culture curriculum
- Parents evenings
- 1:1 phone calls or meetings with parents/carers as required

Appendix 1 – Our response to incidents of bullying

- **We want our school to be safe and happy for everyone**.
- **Everyone is responsible for stopping bullying – including you!**

Stage 1 - Informal Action

The form tutor or pastoral leader (or other appropriate teacher or adult) will try to deal with this informally, depending on the nature or seriousness of the issue. Many conflicts can be resolved more satisfactorily if dealt with sensitively, with pupils at an early stage.

Stage 2 - Formal Investigation

If informal intervention does not succeed, or in cases of more serious alleged bullying, the issue should be referred directly to the pastoral leader and safeguarding team and recorded on CPOMS. The appropriate personnel will investigate the incident(s) and log the matter and outcome. A programme of action should be decided. There should be careful communication with parents or carers.

Stage 3 - Remedial Action and Restorative practice

Practical steps should be taken to alleviate the problems concerned and to reduce the chances of reoccurrence.

The victim(s) should be supported with reassurance and, as necessary, advice on avoiding or dealing with any future problems. The perpetrator should face an appropriate sanction. Action should also include re-education, counselling and advice using the resources available inside and beyond school. There should be careful communication with parents or carers.

Stage 4 – Monitoring

The situation should be monitored and reviewed by the pastoral leader or member of staff who dealt with the incident as they should follow up as part of the process. As well as careful observation and follow up, a review date should be fixed to ensure the actions taken are evaluated and any further steps taken. There should be careful communication with parents or carers.

Consultation and Review

We want to ensure that we listen to pupils and other members of the school community on our policies and reactions to bullying. We also want to ensure the aims and content of this policy are clear to all. We have therefore:

- Consulted with parents/carers through external questionnaires
- Arranged for aspects of this policy to be included in PSHCE lessons and, from time to time, in assemblies and the personal development curriculum
- Consult with staff groups especially Pastoral teams who predominantly manage incidents of bullying
- Referred to other school policies that may benefit the reader such as those detailed below;
    - Online Safety
    - Behaviour Policy
    - Safeguarding Policy

This policy will be reviewed annually or sooner if legislation, guidance or school circumstances require.

Appendix 2 – Anti-bullying at our school: A guide for pupils

What is bullying?

Bullying is behaviour that is **deliberately hurtful**, happens **more than once**, and makes someone feel upset, frightened, intimidated or excluded.

Bullying can be:

- **Verbal**: name-calling, insults, teasing, threats
- **Physical**: hitting, pushing, kicking, damaging belongings
- **Social**: spreading rumours, leaving people out, embarrassing someone
- **Online (cyberbullying)**: hurtful messages, posts, images or comments sent through phones, games or social media

Bullying often involves someone trying to use their power to hurt or control another person.

What is NOT bullying?

Sometimes friends fall out or disagree. This is not usually bullying.

Examples include:

- A one-off disagreement
- An accidental bump or mistake
- Having different opinions
- A friendship issue where both people have equal power

However, if something keeps happening and makes you feel unsafe or unhappy, you should always tell an adult.

Who can I talk to?

If you are being bullied, or if you see someone else being bullied, tell someone. You can speak to:

✅ Your form tutor
✅ Any teacher
✅ A teaching assistant
✅ Your Head of House / Year
✅ A member of the Pastoral or Safeguarding Team
✅ A member of the Senior Leadership Team
✅ A parent or trusted adult at home

Remember: **telling is not "snitching" or "grassing". It is the right thing to do.**

What happens if I report bullying?

1. **We will listen**
    - An adult will take your concerns seriously.
2. **We will investigate**
    - We will speak to the people involved and any witnesses.
3. **We will take action**
    - We will decide what needs to happen to stop the bullying.
    - Parents may be contacted if appropriate.

4. **We will support everyone involved**
    - Support will be provided for the pupil being bullied.
    - The pupil responsible will be helped to make better choices.
5. **We will check that it has stopped**
    - Staff will continue to monitor the situation and follow up with those involved.

Remember

STOP - SPEAK – SUPPORT

🛑 **STOP** bullying whenever you can.
🗣️ **SPEAK** to a trusted adult.
🤝 **SUPPORT** anyone who may be feeling upset or left out.

Our Promise

At our school, everyone has the right to feel:

✅ Safe
✅ Respected
✅ Included
✅ Valued

Bullying is never acceptable, and we will always take reports seriously.