ANTI-BULLYING POLICY

Policy Approved: May 2026
Policy Renewal: May 2028

Reviewed by the SLT MAT Board

"The Trustees of the Southport Learning Trust are committed to safeguarding and promoting the welfare of children and young people at every opportunity and expect all staff and volunteers to share this commitment"

Contents

ITEM	TOPIC	PAGE
1	School statement on bullying	3
2	Aims and Purposes of the policy	3
3	Definition of Bullying	3
4	Reporting Bullying	4
5	Reporting – Roles and Responsibilities	4
6	Responding to Bullying	4
7	Bullying Outside of School	5
8	Derogatory Language	5
9	Prejudice-based Incidents	5
10	School initiatives to prevent and tackle bullying	5
11	Training	6
12	Monitoring and Reviewing	6
Appendix One	Pupil friendly Anti-Bullying Policy	7
Appendix Two	Letter to Parents Outlining the Anti-Bullying Policy	9

Purpose of Policy

1. School statement on bullying

All Trust schools are places where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

2. Aims and purposes of the policy

Bullying of any kind is unacceptable. At our school the safety, welfare, and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously, and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment, or discrimination.

We actively promote values of respect and equality, and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and prepare them for their adult life. These values reflect those that will be expected of our pupils by society when they leave school and enter the world of work or further study.

We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing, and assessing the impact of our preventative measures.

3. Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The nature of bullying can be:

- **PHYSICAL** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **ATTACKING PROPERTY** – such as damaging, stealing or hiding someone's possessions
- **VERBAL** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **PSYCHOLOGICAL** – such as deliberately excluding or ignoring people
- **CYBER** – such as using text, email or other social media to write or say hurtful things about someone

Bullying behaviours are characterised by the following attributes:

- The behaviour is repeated
- The behaviour is intentional
- The person or group who are carrying out the bullying behaviours have more power than the victim or victims of bullying
- The behaviour causes physical or emotional harm for the individual or group who is targeted

Bullying can be based on any of the following things:

- **RACE** (racist bullying)
- **RELIGION OR BELIEF**
- **CULTURE**
- **SOCIAL CLASS OR SOCIO-ECONOMIC BACKGROUND**
- **GENDER** (sexist bullying)
- **SEXUAL ORIENTATION** (homophobic or biphobic bullying)
- **TRANS IDENTITY, INCLUDING NON-BINARY IDENTITY** (transphobic bullying)
- **SPECIAL EDUCATIONAL NEEDS (SEN), ADDITIONAL LEARNING NEEDS (ALN), ADDITIONAL SUPPORT NEEDS (ASN), OR DISABILITY**
- **CHILDREN WHO ARE LOOKED AFTER**
- **APPEARANCE**
- **RELATED TO HOME OR OTHER PERSONAL SITUATION**
- **RELATED TO ANOTHER VULNERABLE GROUP OF PEOPLE**

- **YOUNG CARERS**

4. Reporting bullying

PUPILS WHO ARE BEING BULLIED: If a student is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult.

They are also encouraged to report any bullying incidents in school:

- Report to a teacher – such as a form tutor, class teacher, head of year, pastoral support staff or any other teacher
- Report to a peer mentor such as an Anti-bullying Ambassador or Mental Health Ambassador who can be found in the Listening lounge during lunchtimes

Report bullying by:

- Emailing the school directly via the Safeguarding link or the enquiries email address available on the contact us page. Ensure to include your child's name, year group and form group.
- Phone the school.
- On the school website via the contact us page (An online form found on the Contact Us tab)
- Report to other school staff pastoral staff, HOY and form tutor
- Call ChildLine to speak with someone in confidence on 0800 1111

5. Reporting – roles and responsibilities

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform a relevant member of the pastoral team.

SENIOR STAFF: The Senior Leadership Team and the Headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. The Designated Safeguarding Lead is the Senior Leader responsible for anti-bullying.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If pupils witness bullying, they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

6. Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying as a log centrally on Arbor and CPOMs
- Designated school staff will monitor incident reporting forms and information recorded centrally analysing and evaluating the results
- Designated school staff will produce termly reports summarising the information, which the Headteacher will report to the governing body via the Safeguarding Report
- Support will be offered to those who are the target of bullying from the learning mentors in school, from a mental health ambassador or through the use of restorative practice
- Staff will pro-actively respond to the bully, who may require support from the pastoral team or through the use of restorative justice programmes

- Staff will assess whether parents and carers need to be involved
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly where actions take place outside of school

7. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of online bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school, and report and respond according to their responsibilities as outlined in this policy.

8. Derogatory language

Derogatory or offensive language is not acceptable. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on Arbor and CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

9. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly but also helps to prevent bullying as it enables targeted anti-bullying interventions.

10. School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including: –

- A Pupil Friendly Anti-bullying policy in pupils' planners ensures all pupils understand and uphold the Anti-Bullying Policy.
- Our behaviour policy sets clear expectations about acceptable behaviour and how members of the school community should treat one another.
- Our curriculum includes opportunities for pupils to learn about different types of bullying and what they can do to prevent and respond to bullying.
- Tutor time provides regular opportunities to discuss issues that may arise in class and for form tutors to target specific interventions.
- Whole-school and year group assemblies help raise pupils' awareness of bullying and derogatory language.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Peer mentoring and student-led programmes [Insert details here] offer support to all.
- Restorative justice programmes [or insert details of other programmes here] provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups for example through the school council and through the anti-bullying and safety surveys.
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate.
- Schools offer additional support networks for pupils such as Safe Space, Young carers and friendship groups and has a safe space for SEND pupils to thrive.

11. Training

The Headteacher is responsible for ensuring that all school staff, both teaching and nonteaching (including midday supervisors, caretakers and librarians) receive regular training on all aspects of the Anti-bullying Policy.

12. Monitoring and Reviewing

The Headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly safeguarding report and by in-school monitoring such as learning walks and focus groups with pupils.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents and carers and governors.

This policy links to the following:-
Child Protection and Safeguarding Policy
Behaviour for Learning Policy
Equality Policy
Online Safety Policy

Appendix one: Pupil Friendly Anti-bullying Policy

School statement on bullying

All schools within Southport Learning Trust are places where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

What is bullying?

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be done by one person or by a group of people towards another person or a group of people where the bully or bullies hold more power than those being bullied.

What does bullying look like?

Bullying can be:

- Hitting or threatening to hit someone
- Touching someone inappropriately or without their consent
- Calling someone names or spreading rumours or gossip about someone
- Stealing, hiding or damaging someone's property
- Deliberately ignoring someone or leaving them out
- Sending hurtful or unkind texts, emails or online messages to or about someone

Remember that bullying isn't just physical and it can happen outside or inside school. If someone is deliberately and repeatedly being hurtful or unkind towards you or someone else, whatever that looks like or for whatever reason, it is bullying.

What kinds of bullying can happen?

Bullying can be based on any of the following things:

- RACE (racist bullying)
- RELIGION OR BELIEF
- CULTURE
- SOCIAL CLASS OR SOCIO-ECONOMIC BACKGROUND
- GENDER (sexist bullying)
- SEXUAL ORIENTATION (homophobic or biphobic bullying)
- TRANS IDENTITY, INCLUDING NON-BINARY IDENTITY (transphobic bullying)
- SPECIAL EDUCATIONAL NEEDS (SEN), ADDITIONAL LEARNING NEEDS (ALN), ADDITIONAL SUPPORT NEEDS (ASN), OR DISABILITY
- CHILDREN WHO ARE LOOKED AFTER
- APPEARANCE
- RELATED TO HOME OR OTHER PERSONAL SITUATION
- RELATED TO ANOTHER VULNERABLE GROUP OF PEOPLE – [Insert other groups as outlined in your anti-bullying policy]

Not every type of bullying is on this list. If someone is deliberately and repeatedly being hurtful or unkind towards you, for whatever reason, that is bullying.

What should I do if I'm being bullied or someone else is being bullied?

It is really important to report bullying. It won't make the situation worse and it will help to stop the bullying whether it is happening to you or to someone else. If you know that someone is being bullied, try to reassure and support them, tell them that what is happening is wrong and help them to tell a trusted adult.

There are many different ways to report bullying:

- Tell a teacher, such as your form tutor, your head of year or any other teacher who can be found in the school safe space every lunch time.
- Report it to other school staff.

- You can also report bullying by:

Emailing the school directly using the information on the contact us page or phoning and speaking to office staff.

- You can call ChildLine at any time for free on 0800 1111 to speak to a counsellor. Remember your call will be confidential which means they will not tell anyone else about what you have said.

School staff will make sure that the bullying is recorded and taken seriously and will follow up to support you or the person being bullied. They will also act to sort out the situation with the bully and any others involved.

Appendix two: Letter to Parents and Carers Outlining the Anti-Bullying Policy

Dear Parents and Carers

As you are aware, the Trust takes the well-being of all pupils very seriously. I am pleased, therefore, to inform you of the Anti-bullying Policy for all Trust schools.

School is a place where every person has the right to be themselves, and to be included in a safe and happy environment.

Everyone at our school is equal and should be treated with respect.

Bullying of any nature or form is unacceptable.

We take all incidences of bullying seriously, and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment, or discrimination.

The safety, welfare, and well-being of all pupils and staff is a key priority. We actively promote values of respect and equality, and work to ensure difference and diversity is celebrated across the whole school community.

We want to enable our pupils to become responsible citizens and to prepare them for life in a diverse society. These values reflect those that will be expected of our pupils by society when they leave school, and enter the world of work or further study.

We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing, and assessing the impact of our preventative measures.

Summary of our Anti-bullying policy:

- Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be done by one person or by a group of people towards another person or a group of people where the bully or bullies hold more power than those being bullied.
- Bullying can be physical, verbal, psychological, cyber (online or via text) or involve the damaging or stealing of property
- Bullying can be based on lots of different things, including someone's race or ethnicity (racist bullying), religion or belief, culture or family background, gender (sexism), sexual orientation (homophobic or biphobic bullying), trans or non-binary identity (transphobic bullying), special educational needs, additional learning needs or disability, children who are looked after, appearance, or home circumstance.
- Derogatory or offensive language is not welcome in our school
- All bullying and any prejudice-based incidents will be recorded in school and followed up by a member of staff who will offer support to those involved
- If you think your child is experiencing bullying you can contact your child's Form Tutor, Class Teacher or Head of Year. Your child can also report bullying within the school to any member of staff
- The full Anti-bullying policy is available on the school and trust websites. If you have any questions about this policy, please contact the Designated Safeguarding Lead at your child's school who will lead on anti-bullying.