

# Anti-Bullying Policy

## Aims

- Maintain the safety and wellbeing of pupils and staff.
- Prepare students for life after school, fostering resilience, empathy, and adaptability.
- Educate students to reach their potential in a supportive, constructive atmosphere.
- Foster an environment of mutual respect and positive relationships between students and staff.
- Ensure that courtesy, consideration, and understanding of others' perspectives are central to our community values.
- Make it clear that while bullying behaviours will be addressed, we must not condemn the whole person.

## Definitions

Bullying is repeated behaviour intended to hurt, intimidate, or harm another individual physically, emotionally, or socially. It can include verbal abuse, physical aggression, social exclusion, cyberbullying, or other forms of harassment. This policy takes a whole-provision approach to preventing and addressing bullying, ensuring that every staff member and student understands the definition of bullying and their responsibilities.

## Our Commitments

- Support staff through ongoing training to help them identify and respond effectively to bullying.
- Ensure all students feel heard, respected, and supported.
- Cultivate an anti-bullying culture throughout the school.
- Listen to and take seriously concerns raised by parents and carers.
- Monitor and review bullying incidents, using this data to improve prevention strategies.

Under the Children Act 1989, any bullying incident that meets the threshold for abuse should be addressed as a child protection concern. All concerns should be reported to the Designated Safeguarding Lead (DSL), who will involve other agencies if necessary.

## Guidelines

### Provision Responsibilities

- Zero tolerance for bullying—staff, students, and parents must understand this.
- Clear guidelines for reporting and dealing with bullying must be in place and regularly reviewed.
- Stride will create a supportive and inclusive environment for all students.
- Develop students' social and emotional skills.
- Challenge practices that do not uphold the values of tolerance and non-discrimination.

### Staff Responsibilities

- Educate themselves and students about bullying and its impacts.
- Create an environment where students feel safe to report bullying.
- Respond appropriately to bullying concerns and escalate them when necessary.

- Report incidents to the DSL and record them.
- Model positive, respectful behaviour.
- Safeguard students and provide support to both the victim and the bully after an incident.

### **Student Responsibilities**

- Be kind and caring towards others.
- Respect others' differences.
- Actively listen to staff and report any concerns.
- Seek help from staff in difficult situations without retaliating.
- Be open to changing behaviour if needed and engaging with the school's behaviour policy.

### **Our Approach**

Regarding Students:

- We will show care and compassion for all students involved in bullying incidents.
- We will handle all incidents with consistency and fairness, keeping all parties informed.
- Promote helplines and websites to students for additional support.
- Regularly seek students' views on the effectiveness of the anti-bullying policy.

Regarding Parents/Carers:

- We will communicate openly and honestly about the process of dealing with bullying incidents.
- Keep parents updated with relevant contact information.
- Ensure the policy is available to parents and carers.
- Make sure all parents know about the complaints procedure and how to use it effectively.
- Work with parents and the local community to address issues beyond the school gates that contribute to bullying.
- Parents and carers who suspect that their child is being bullied should email the DSL or call the Stride office.

### **Procedures for Reporting and Addressing Bullying**

1. Students should verbally report any incidents of bullying to the DSL or their Mentor.
2. The DSL will document the report and investigate the claim, speaking to relevant individuals.
3. All parties, including parents/carers, will be informed of the outcome and involved in the resolution process.
4. Appropriate outcomes will be issued based on the severity of the incident and include restorative conversations unless inappropriate.

This policy was adopted by Stride 360	Date: 28/10/24
To be reviewed by: 28/10/26	Written by: Simone Lyons