



Pebworth First and Blackminster Middle Schools
Federation



Anti-bullying Policy

Non-statutory

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This Federation believes that all people in our community have the right to teach and learn in a supportive, caring and safe environment without fear of being bullied; and we expect everyone to contribute to the eradication of bullying. We believe that every individual in school has a duty to report an incident of bullying whether it happens to themselves or to another person.

1. What do we mean by bullying?

Bullying is persistent and may include the following types of behaviour:

- Attacks (physical or verbal) based on religion, sex, gender identity, sexual orientation, disability, appearance or racial origin.
- Deliberate ignoring or leaving someone out.
- Abusive messages via any means of communication or social media.
- Name-calling.
- Being hit, pushed, kicked or punched.
- Taking or hiding possessions – e.g. bags, mobile phones.
- Forcing someone into things they don't want to do.
- Sexual harassment or violence.

2. Complaints in relation to bullying

The Federation takes seriously all complaints of bullying. Reports of bullying may come from any of a variety of sources – from the pupils being bullied, from a friend, from a witness (pupil or staff) or from a parent/carers. The Federation works hard to ensure any complaints of bullying are investigated promptly, fairly and in a caring manner.

How will we do this?

- All cases of bullying will be recorded and thoroughly investigated by the appropriate adult.
- The victim will be offered support by a member of staff and/or other pupils (e.g. Peer Mentor).
- A restorative approach will be used where appropriate and agreed by the victim.
- Parents will be informed and may be asked to attend a meeting to discuss the problem.
- When necessary, parents of the victim will be made aware of the action taken by the school.
- Sanctions (in line with our Behaviour Policy) will be applied.
- If necessary and appropriate, the police will be consulted.

We follow the Anti-Bullying Alliance's definition of bullying: it 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.**

3. Pupils' responsibilities

All Pebworth and Blackminster students are asked to:

- Report bullying, either towards themselves or to others.
- Never stand by and watch.
- Walk away from situations and talk to an adult as soon as possible.
- Complete a bullying report fully and honestly, when asked.
- Avoid situations on social media where bullying can take place and try to persuade friends to do the same.
- Avoid text messaging when it is being used in hurtful ways.
- Try your best to keep problems from outside school away from school

4. Sources of support and information

- Anne Frank Trust: www.annefrank.org.uk
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: https://anti-bullyingalliance.org.uk/sites/default/files/uploads/attachments/Sexual%20and%20sexual%20bullying%20guidance%202022_3.pdf
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Changing Faces: www.changingfaces.org.uk
- Childline: www.childline.org.uk
- Childnet: www.childnet.com
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- EACH: www.eachaction.org.uk
- Educate against Hate: www.educateagainsthate.com
- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- Family Lives: www.familylives.org.uk
- Internet Watch Foundation: www.iwf.org.uk
- Kick it Out: www.kickitout.org
- Kidscape: www.kidscape.org.uk
- Mencap: www.mencap.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- Proud Trust: www.theproudtrust.org
- PSHE Association: www.pshe-association.org.uk
- Report it: www.report-it.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- Schools Out: www.schools-out.org.uk

- Show Racism the Red Card: www.srtrc.org/educational
- Stonewall: www.stonewall.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- The BIG Award: www.bullyinginterventiongroup.org/big-award
- The Diana Award: www.diana-award.org.uk
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-
- The UK Council for Child Internet Safety (UKCCIS):
www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Carers: www.youngcarers.net
- Young Minds: www.youngminds.org.uk