



Anti-Bullying Policy

Owner:	Headteacher
Date Ratified:	23 rd September 2026
Ratified by:	Full Governing Body
Date Policy to be reviewed:	Summer 2027

The aim of Claycots School is to be a high achieving school at the heart of the community where children and staff learn effectively and everyone is valued as an individual, treated fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

We aim to embed our school values in all that we do at Claycots. The Anti-bullying policy has been written with these values in mind:

- Integrity
- Kindness
- Respect
- Curiosity

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2024 and ‘Sexual violence and sexual harassment between children in schools and colleges’ guidance. The setting has also read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

Policy objectives:

This policy outlines what Claycots School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community. Claycots is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Links with other school policies and practices:

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

- Behaviour Policy
- Complaints Policy
- Safeguarding Policy
- Online safety and Acceptable Use Policies (AUP)
- Curriculum policies, such as: PSHE and computing
- Mobile phone and social media policies
- Searching, screening and confiscation policy

Links to legislation

There are several pieces of legislation and guidance which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011

- The Equality Act 2010
- The Children Act 1989
- Keeping Children Safe in Education
- Behaviour in schools guidance
- [Preventing and tackling bullying guidance](#)

Responsibilities

The Headteacher is responsible for:

- Ensuring this policy is implemented.
- Ensuring bullying concerns are addressed appropriately.
- Monitoring bullying incidents and outcomes.

Governors are responsible for:

- Reviewing the effectiveness of this policy.
- Monitoring the school's anti-bullying approach.

All staff will:

- Promote positive relationships and respectful behaviour.
- Respond to concerns promptly.
- Record and report incidents in line with school procedures.
- Support pupils involved in bullying incidents.

Parents and carers are encouraged to:

- Report concerns promptly.
- Work in partnership with the school to resolve issues.
- Support their child's understanding of respectful behaviour

Definition of bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore:

- Deliberately hurtful (physically or emotionally)
- Repeated, often over a period of time
- Difficult to defend against

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done repeatedly over a period of time and on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns and disagreements. We all have to learn how to deal with these situations and develop social skills to repair relationships.

- 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 and untruthful rumours.

- This includes the same unacceptable behaviours expressed online, sometimes called online 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.
- Bullying is recognised by the school as being a form of child on child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Physical bullying.
- Verbal bullying, including name-calling.
- Emotional or social bullying, including exclusion.
- Online or cyberbullying.
- Prejudice-based bullying related to:
 - race, ethnicity, nationality or culture;
 - religion or belief;
 - disability or SEND;
 - physical appearance;
 - sex, gender identity or sexual orientation;
 - family circumstances or caring responsibilities.

The school recognises that bullying may be a safeguarding concern and may constitute child-on-child abuse. Where bullying causes significant harm, includes sexual harassment, sexual violence, discriminatory abuse or harmful online behaviour, it will be managed in accordance with the school's Child Protection and Safeguarding Policy.

School ethos

Claycots School is committed to creating a safe, inclusive and respectful environment where all members of the community feel valued. Bullying is not tolerated and concerns will be addressed promptly, fairly and effectively. We work closely with pupils, families and external agencies where appropriate to prevent bullying and support those affected.

Responding to bullying

Pupils, parents and staff are encouraged to report bullying concerns as soon as possible.

When bullying is reported or suspected:

1. The concern will be investigated promptly.
2. Relevant pupils will be spoken to separately.
3. Parents will be informed where appropriate.
4. Safeguarding procedures will be followed if required.
5. Sanctions will be applied in line with the Behaviour Policy and may be accompanied by restorative approaches, educational interventions or additional support.
6. Appropriate action and support will be provided.
7. All confirmed bullying incidents will be recorded in accordance with school procedures and reviewed to identify any patterns, trends or emerging concerns.

8. Following any bullying incident, staff will review the situation with those involved and monitor outcomes over time to ensure the bullying has ceased and relationships are safe and positive.

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.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy.
 - Requesting the deletion of locally held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to 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.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils

Pupils who have experienced bullying. Support may include:

- Reassurance and pastoral support.
- Opportunities to discuss concerns with a trusted adult.
- Support from the Inclusion Team.
- Work with parents and carers.
- Referral to external agencies where appropriate.

Pupils who have engaged in bullying. Support may include:

- Reflection and restorative conversations.
- Behaviour support and education.
- Parent meetings.
- Appropriate sanctions.
- Referral to additional services where required.

Supporting adults

The school will not tolerate bullying of staff, parents or other adults. Concerns will be investigated and responded to in line with relevant school policies, including staff conduct, complaints and safeguarding procedures.

Preventing bullying

Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Particular attention will be given to supporting pupils who may be more vulnerable to bullying, including pupils with SEND, looked-after children, young carers and pupils with protected characteristics.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.

- Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

Education and Training

The school community will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Involvement of pupils

Pupils are involved in developing and reviewing the school's anti-bullying approach through pupil voice, surveys, assemblies and curriculum activities. Pupils are taught how to report concerns and access support.

Involvement and liaison with parents and carers

Parents will be informed of the school's approach to bullying through the website and school communications. The school will work in partnership with parents to prevent bullying and respond effectively to concerns.

Monitoring and review: putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.
- The named Governor for behaviour and attitudes will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Useful links and supporting organisations

Further advice and support can be obtained from:

- Anti Bullying Alliance www.anti-bullyingalliance.org.uk
- NSPCC www.nspcc.org.uk
- Childline www.childline.org.uk
- UK Safer Internet Centre www.saferinternet.org.uk
- Kidscape www.kidscape.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools