



School for  
Inspiring Talents

# Child Friendly Anti-Bullying Policy



September 2024

**What is the aim of this policy?**



School for Inspiring Talents is committed to building positive relationships and a strong sense of community. Our school is a place where everyone has the right to feel safe, be happy and learn. We always treat the issue of bullying as a serious matter and staff will work with students and their families to resolve any reported incidents. Bullying is a form of child-on-child abuse and is not accepted within our school community.

This policy explains what you can do if you are being bullied, or if you notice someone else being bullied. It also explains what our school will do to prevent bullying from happening and how we will deal with any incidents.

We can help you by:

- Teaching you what bullying is.
- Teaching you what to do if you feel like you are being bullied, or if someone else is being bullied.
- Making sure you know who you can speak to if you are worried.
- Making sure you know what will happen after you report the bullying.



**What is bullying?**

At School for Inspiring Talents, our definition of bullying is:

**“persistent behaviour by an individual (or group) with the intention of verbally, physically, or emotionally harming another person (or group)”.**

Bullying involves:

**Repetition:** Incidents are not one-offs; they are frequent and happen over time.

**Intent:** The person wants to cause verbal, physical or emotional harm; it is not accidental.

**Targeting:** Bullying is generally aimed at a certain individual or group.

**Power Imbalance:** The person may appear to be more powerful (strength, confidence, popularity).

There are different types of bullying however people that bully often combine a range of these behaviours.

Type of bullying	Examples of behaviour
Emotional	<ul style="list-style-type: none"> <li>• Not letting someone join an activity</li> <li>• Bossing someone around</li> <li>• Humiliating someone</li> </ul>
Verbal	<ul style="list-style-type: none"> <li>• Name calling</li> <li>• Personal insults</li> <li>• Spreading rumours</li> <li>• Making threats</li> </ul>
Physical	<ul style="list-style-type: none"> <li>• Hitting/ kicking/ pushing etc</li> <li>• Throwing things at others</li> <li>• Damaging personal belongings</li> </ul>
Sexual	<ul style="list-style-type: none"> <li>• Unwanted physical contact</li> <li>• Inappropriate touching</li> <li>• Exposure to sexual content</li> </ul>
Discriminatory	<ul style="list-style-type: none"> <li>• Racist</li> <li>• Sexist</li> <li>• Homophobic</li> <li>• Transphobic</li> <li>• Ableist</li> </ul>
Cyber	<ul style="list-style-type: none"> <li>• Takes place online</li> <li>• Insulting messages</li> <li>• Sharing other people's information/ photographs</li> <li>• Impersonating other people</li> </ul>

**Key terms used in this policy:**

**Victim** – the person being bullied

**Perpetrator** – the person who is bullying

**What should I do if I think that someone else is being bullied?**



In our school we all take responsibility in keeping each other safe.

It is never OK to see someone being bullied and do nothing (**being a bystander**).

You can tell people to stop (**become a defender**) or you can tell an adult about what has happened.

If you think someone is being bullied then talk to the person, ask if they're okay and ask if you can help them talk to a teacher or an adult they trust.



**What should I do if I think that I am being bullied?**

If you are being bullied it is important to tell someone you trust. Tell an adult or friend, either at school or at home.

You can:

1. Tell a teacher – your class teacher or any other classroom staff.
2. Tell a friend you trust.
3. Tell any other adult staff in school – Safeguarding team, MDT or office staff.
4. Tell an adult at home.
5. You can also write a note about the bullying in your class worry box.
6. You can also call ChildLine at any time for free on 0800 1111. They will not tell anyone about what you have said.

If you tell a teacher or adult at school, they will be able to help you. They will tell the safeguarding team and your parent or carer so that they are able to support you.

Telling an adult will never make bullying worse. They will talk to you and the people bullying to find ways to stop the bullying and keep you safe.

## Who is in the safeguarding team?



At our school, the safeguarding team is made up of:



**Pete Jenkins:**  
Principal

DESIGNATED SAFEGUARDING LEAD



**Becca Wilkinson:**  
DDSL

DEPUTY DESIGNATED SAFEGUARDING  
LEAD



**Lewis Harben:**  
Deputy Principal

SAFEGUARDING OFFICER



**Laura Horne:**  
Acorn Education /  
Outcomes First Group  
DESIGNATED SAFEGUARDING  
GOVERNOR

LAURA.HORNE@REDMOORSCHOOL.CO.UK

These people are responsible for keeping you safe and staff must tell them if they are worried about you. These staff have extra training because keeping children safe is the most important part of their jobs.



## What will happen after I report an incident of bullying?

If you report an incident of bullying, this will be shared with your class teacher and the safeguarding team.

Some incidents might be dealt with by your teacher and some incidents may need further investigation. This will be done by the Principal or Deputy Principal. In cases that involve sexual bullying, the DDSL may also be required.

When we investigate a bullying incident:

- The victim, perpetrator and witnesses will be spoken to separately to gain their views.
- Staff will try to ensure that there is no contact between students while these interviews take place.
- Students will be told that they cannot discuss the interview with other students.

- All accounts of the incident will be recorded.
- In incidents of cyberbullying, the Principal or Deputy Principal will gather evidence such as text messages, emails or photographs.
- No judgement will be made at this stage.

### How will the school respond to bullying?



If the Principal or Deputy Principal confirm that bullying did take place then:

- The perpetrator will be helped to understand the consequences of their actions and warned that there must be no further incidents.
- The Principal or Deputy Principal will seek an apology from the perpetrator if they feel ready to do so. This will not be forced.
- Apologies will either be in writing to the victim or face-to-face with the victim's full consent. Victims will never feel pressured into a face-to-face meeting with the perpetrator.
- Parents are informed of bullying incidents and what action is being taken.
- The school will support perpetrators to develop more positive behaviours and to refrain from abusive and bullying behaviours in the future.
- The Principal and Deputy Principal will monitor the students involved over the next half-term.

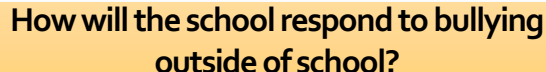


### How will the school support the victim?

In the event of bullying, victims will be offered the following support:

- Emotional support and reassurance from their teacher, class team or a member of the MDT.
- Reassurance that it was right to report the incident and that appropriate action will be taken.
- Discussions with parents to make sure that support is continuous.
- Advice to not retaliate or reply and to share any further evidence with a parent or member of staff.
- In the event of cyberbullying, advice for online safety and how to block other people.
- Discussion with parent on whether police action is required.

- Separation from the perpetrator where possible.
- Work with the DSL to build resilience.
- Perpetrators will receive appropriate support to support any underlying mental health or emotional wellbeing issues.



**How will the school respond to bullying outside of school?**



Staff are aware that bullying can happen both in, and outside of, school and will ensure that they understand how to respond to reports of bullying that occurred outside school.

Where bullying outside school is reported to school staff, it will be investigated and acted upon as explained above.

The Principal is responsible for determining whether it is appropriate to notify the police of the action taken against a student. If the behaviour could be of a criminal nature or poses a serious threat to a member of the public, the police will be informed.



**What will the school do to prevent bullying?**

- All members of the school will be made aware of the anti-bullying policy and their responsibilities.
- All staff members will receive training on identifying and dealing with the different types of bullying.
- All types of bullying will be discussed as part of our PSHE and RSE curriculum.
- Diversity, difference, and respect for others will be promoted and celebrated through various lessons.

- Opportunities to extend friendship groups and interactive skills will be provided through participation in special events, e.g., lunch time clubs.
- Seating Plans will be altered in a way that prevents instances of bullying.
- A safe place, supervised by a teacher, will be available for students to go to during free time if they feel threatened or wish to be alone. The teacher supervising the area will speak to students to find out the cause of any problems and stop any form of bullying taking place.
- The school will identify, and address, any mental health and wellbeing issues amongst students, as these can be a cause, or a result, of bullying behaviour.

**If you are upset or worried about something that has happened to you or someone else, then please remember you can be brave and talk to someone who will listen to you and help you.**