



The Edge Schools' Federation

Anti-Bullying Policy



Last reviewed on: April 2025

Next review due by: April 2027

Anti-Bullying Policy

This policy takes into account the following documents and is reviewed biannually as part of our Governing Body Policy reviews:

- Preventing and Tackling Bullying Advice for Head Teachers, Staff and Governing Bodies DfE 2017
- Working Together to Safeguard children DfE 2018
- Keeping Children Safe in Education DfE September 2023
- Shropshire Safeguarding Partnership (SSP) Guidance

Context – what is bullying?

Bullying can take place in schools as it does in other workplaces. The aim of the anti-bullying policy is to ensure that pupils in this school learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated in school. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our school.

Bullying is *behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally* (DfE Preventing and Tackling Bullying 2017).

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others. Bullying can be related to:

- Race, religion or culture
- Special educational needs or disabilities
- Appearance or health conditions
- Sexual orientation, sexist or sexual bullying
- Young carers or looked-after children or otherwise related to home circumstances
- Verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
- Indirect (cyber bullying, spreading rumours, excluding someone from social groups)
- Radicalisation and extremism

Bullying can include:

- Name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings
- Inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods. Pupils being bullied may demonstrate emotional and / or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils are encouraged to report bullying by talking with staff, friends and parents.

We believe strongly in encouraging our pupils to feel happy, safe and this in turn allows them to learn. All classes have regular circle time to discuss and raise issues. Anti-bullying awareness is addressed regularly with an emphasis on posters, assemblies and workshops. Information is made available to help pupils address bullying. Parents are informed of the school's stance on anti-bullying, its definition of bullying and how parents and the school can work together. Our school website has links and information regarding policies and where to seek and get help.

Our school offers a warm and welcoming environment with staff available to meet and greet at the start and end of the day. Our staff are experienced and vigilant in spotting the signs of bullying and all staff receive regular training to ensure any incidents are swiftly and promptly dealt with. All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy.

There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. This is the case even where incidents occur outside the school premises (The Education Act 2006 gives head teachers the power to discipline pupils even where incidents of bad behaviour take place outside school premises and when the pupils are beyond the lawful control of school staff).

This policy is linked directly to the following policies:

- Behaviour Policy
- Safeguarding & Child Protection Policy
- Equality Policy (Race Equality, Disability Equality, SEN policies, additional policies related to protected characteristics under the Equality Act 2010)
- RSHE policy

Aims of this policy

The aims of the school's anti-bullying strategies and intervention systems are to:

- Prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy
- React to bullying incidents in a reasonable, proportionate and consistent way
- Safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

Roles and responsibilities

Governors

Governors have the responsibility to ensure that the anti-bullying policy is in place, that it reflects school's values and practice, and is reviewed annually. The Governing Body of The Edge Schools Federation conduct their role professionally and with due care and attention. They are keen to provide a stimulating education provided for in a caring environment. The governors have agreed the principles of Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter. Governors are informed of, and monitor, the numbers of incidents categorized as bullying and steps the headteacher and staff have taken to deal with these. Governors have appointed Ms M Hunt as the Executive Headteacher leading on bullying related to radicalisation and extremism.

Executive Headteacher and staff

The Executive Headteacher leads on anti-bullying. This policy is familiar to all staff.

The following steps will be taken by staff when dealing with incidents:

- if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
- each incident will be investigated thoroughly, sensitively and effectively
- a clear account of the incident, actions taken and review date will be recorded onto our electronic CPOMS monitoring system, given to the head teacher/senior manager and kept so incidents can be monitored
- relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher/senior manager, and appropriate further action is taken
- parents/carers will be kept informed appropriately
- appropriate rewards and sanctions in line with the school's Behaviour Policy will be used to support the improvement of pupils' behaviour

The Edge Schools Federation will inform the Local Authority of any hate or prejudice related incident as part of the school's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative; a report form is available in the appendices of this policy.

Pupils

Pupils will:

- Know that school has an Anti-Bullying Policy
- Know and understand the difference between unkind behaviour and bullying
- Feel confident that school will act quickly and fairly with bullying issues that are reported.

Parents and Carers

Parents and carers will:

- Work in partnership with school to support pupils
- Report incidents of bullying
- Look for signs of behaviour changes, which may be linked to bullying.

- Support and encourage their child to talk to someone in school, if they are being bullied.

How we support pupils

Pupils who have been bullied will be supported as appropriate by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- being reassured
- being offered support
- raising their self-esteem and confidence
- being encouraged to report further issues
- arranging a review date/time to discuss outcomes and appropriate follow-up

Pupils who have bullied will be supported by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- establishing what behaviour was inappropriate and why the pupil became involved
- establishing clearly what behaviour needs to change, and how the school can support this change
- informing parents/carers of agreed actions, and establishing how they can support
- arranging a review date/time to discuss outcomes and appropriate follow-up

School as required may make use of:

Young Minds www.youngminds.org.uk

Bullying UK www.bullying.co.uk

Kidscape www.kidscape.org.uk

NSPCC www.nspcc.co.uk

Curriculum

Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHE and other subject areas and through assemblies and other school activities. The school has regular anti-bullying focus times along with the national anti-bullying week where pupils focus on how we can make change by speaking out.

Monitoring, evaluation and review

This policy was reviewed April 2025

Next review April 2027