



LAURUS
TRUST

Anti-Bullying Policy

Date of Review: 16/09/2025

Date of Next Review: 16/09/2026

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What is bullying?

We believe that bullying is,

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological.

It can happen face to face or online.

Bullying can also be an isolated incident where the emotional impact was significant to the individual involved.

Bullying can be,

- a) Physical - hitting, kicking, fighting, stealing, damaging belongings, Intimidating behaviour
- b) Verbal - calling names, threatening, teasing, insulting
- c) Emotional - leaving out, spreading rumours, humiliating, tormenting
- d) Cyber - threats, messages and images sent via technology including mobile technology
- e) Non-verbal – staring, gestures

The Malicious Communications Act 1988 states that it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

The wider search powers included in the Education Act 2011 give school staff powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Students can be bullied for a variety of reasons. Specific types of bullying include:

- **Disability**
- **Gender identity/reassignment/transphobia**
- **Pregnancy and Maternity**
- **Race including colour, nationality, ethnic or national origin**
- **Religion or Belief**
- **Sex (or sexism)**
- **Age**
- **Marriage or civil partnership**
- **Sexual orientation/homophobia/biphobic**

All of the above are protected characteristics under the Equality Act 2010.

Other reasons for bullying can also include:

- **Home circumstances**
- **SEN**

Sexual Bullying

Sexual Bullying is defined as any bullying behaviour with a sexual element (Anti-Bullying Alliance). This includes name calling, spreading rumours, unwelcome looks or comments about appearance, inappropriate or uninvited touching, pressure to act promiscuously or to act in a way that makes others uncomfortable, innuendos and propositions.

Bullying can have a wide range of effects on everyone involved. For the person being bullied it can lead to low self-esteem, depression and self-exclusion (Mellor (DfEE) 1991). For the person bullying it is very likely that they have been or are being bullied themselves. Many bullies often go on to become criminals in later life (Olweus (DfEE) 1991).

How do we plan to prevent bullying?

- a) Promotion of a climate/ethos which values individuals and aims to develop self-discipline and respect for others
- b) *Anti-bullying policy promoted throughout the curriculum; raising awareness of bullying and its impact on individuals through focussed assemblies and forms. Subject curriculums also raise awareness of diversity, values and respect including ICT schemes of work*
- c) ICT Acceptable Use policy
- d) Promotion of peer support programmes eg. Matrix, Prefects, House system
- e) Monitoring and evaluation of the current policy
- f) Anti-Bullying Policy available on website and in school. Parents/carers are encouraged to discuss issues with their children

- g) Primary school liaison work
- h) Providing staff training regarding all aspects of 'Anti-Bullying' including the use of homophobic language and racist language
- i) Diversity is celebrated across the school through diverse displays, books and images. The whole school take part in national events.
- j) Providing equality and diversity intervention

What do we do if bullying occurs?

- We deal with bullying in school - to the best of our ability
- Incidents of this nature that happen outside of school, would not normally be subject to the application of our Anti-Bullying Policy unless there is a direct impact within school
- We follow up reports and complaints
- We record all incidents of bullying internally

Incidents of bullying

First incident of bullying (or stand-alone incident)

Actions may include:

Discussion with student; meeting between all involved (restorative justice meeting) and parent/carer informed.

School sanctions

Likely to involve detentions, loss of social time.

Support strategies for victim

Discussion with key pastoral staff and reassure the student that they have been listened to and action taken

Repeated incidents of bullying (either targeted at an individual or bullying of different students.

Actions may include:

Discussion with student; meeting between all involved (restorative justice meeting), parent/carer involvement, referrals to relevant support agencies.

School sanctions

Likely to involve detentions, loss of social time and withdrawal from lessons. Suspensions may be considered.

Support strategies for victim

Discussion with key pastoral staff and reassure the student that they have been listened to and action taken. Liaise with parent/carer. Wider support team involvement ie HOH/SEND

Continued and prolonged incidents of bullying

Actions may include:

Discussions with student; meetings with those involved (restorative justice meeting), parent/carer involvement, referrals to relevant support agencies.

School sanctions

Likely to involve detentions, loss of social time, form change, lesson change and withdrawal from lessons. Suspensions are likely. A permanent exclusion could result.

Support strategies for victim

Discussion with key pastoral staff and reassure the student that they have been listened to and action taken. Direct work with the student and parent/carer. Referral to external agencies and offer in-school support ie counselling

Advice and guidance for staff in dealing with incidents of bullying

Rules

If you know or suspect a student has been bullied **DON'T IGNORE IT.**

Suggested methods of dealing with the situation according to your own professional judgement.

You should either:

1. Deal with the situation yourself, this must then be reported to the Head of Year
2. Report the incident to the Form Tutor
3. Refer to the Head of Year

Standard Procedure for dealing with a reported incident of bullying

1. The victim will be reassured that they have done absolutely the right thing in reporting the incident. They should also be informed that if they have been, or are being bullied that it is not their fault.

The victim will be given sufficient time and a comfortable, private space to write down and/or explain their concerns. They will also be informed that the matter will be dealt with and taken seriously. Serious consideration will be given to the outcome desired by the victim eg restorative meeting

2. *The alleged bully should be interviewed separately and he/she should write down or explain his/her response to the incident/accusations. Attempt to get the bully to see the situation from the victim's point of view.*

Heads of Year will keep an accurate record of all bullying incidents. All incidents will be recorded, as per the categories listed previously

The Head of School has the right to discipline students for incidents of bullying which occur off the school premises and beyond the school day if this impacts within school.

Wider School Community

The principles of our Anti-Bullying Policy apply to all members of our school community.

Please report any incidents of bullying to a member of the Senior Leadership Team or the Chair of Governors, this may be via the Whistleblowing policy and procedures

This policy should be read in conjunction with:

- *Acceptable Use Policy*
- *Behaviour Policy*
- *Safeguarding Policy*
- *Single Equality Scheme*
- *Anti-Racism Charter*
- *Harmful Sexual Behaviours*
- *Whistleblowing*

This policy should be read in conjunction with the following Trust policies:

- *Behaviour Policy – School Secondary*
- *Child-on-Child Abuse Policy – Trust Secondary*

Equality Impact Assessments

<p>Names and titles of people involved with this assessment</p>	<p>Rachel Robinson Assistant Trust Director of Inclusion</p>
<p>Title of Policy – Anti bullying</p>	
<p>Impact assessment carried out with regard to identified characteristics</p>	<p>Race <input checked="" type="checkbox"/></p> <p>Disability <input checked="" type="checkbox"/></p> <p>Sex <input checked="" type="checkbox"/></p> <p>Age <input checked="" type="checkbox"/></p> <p>Religious Belief <input checked="" type="checkbox"/></p> <p>Sexual orientation <input checked="" type="checkbox"/></p> <p>Gender Reassignment <input checked="" type="checkbox"/></p>
<p>Summary of any issues/proposed changes</p>	<p>Definition of bullying amended Protected characteristics updated Additional section for other types of bullying</p>
<p>Date</p>	<p>September 2025</p>
<p>Date of next review</p>	<p>September 2026</p>



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