# Anti-Bullying Policy

**Approved: October 2026**

**To be reviewed: October 2027**

# Robert Blair School
# Anti-Bullying Policy

## 1. Position Statement, vision and values

Robert Blair School is committed to providing a safe and secure learning environment for all of our children. We have a strong ethos of care, guidance and support and provide high levels of pastoral care.

As a school we have a duty and a legal responsibility -under the Education Act 2002; Education and Inspections Act 2006; Equalities Act 2010 - to put measures in place to prevent and tackle bullying.

**This policy should be read in conjunction with the Behaviour Policy, Safeguarding and Child Protection Policy and Online Safety Policy.**

We believe that bullying of any kind is totally unacceptable and it will not be tolerated in our school. We take all incidents of bullying seriously. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this.

Anyone who knows that bullying is happening is expected to tell a member of staff. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Head of School. A clear account of the incident will be recorded. All staff will be informed so that close monitoring of the alleged victim and child displaying bullying behaviour can begin. Parents of both parties will be informed.

### Our Vision

Our vision is that all pupils strive for the highest possible achievement to be the best they can be. They value and respect themselves, others, their local, national and global community and that they are passionate about learning and pursuing excellence.

**We have pride in everything we do and we look after what we have.**

### Our Values

Respect for others is central to our vision and encompasses the values of empathy, inclusiveness, friendship, fairness, embracing diversity and valuing learning.

We expect all staff and adults to be aware of, and model, our core values of **respect, integrity and positivity**.

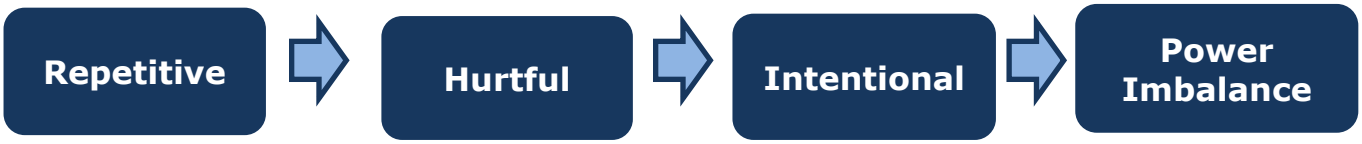
The PSHE curriculum reflects our commitment to that strong message in ensuring that all pupils understand what bullying is and how to seek help.
Our Anti-Bullying policy along with our behaviour system is underpinned by the values and principles outlined in the UN Convention on the Rights of the Child.

## 2. What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Robert Blair School, our definition of bullying 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."**




### Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning.

Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.
Bullying is unacceptable.
Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.

- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

**Bullying can take many forms:**

- **Emotional -** being unfriendly, excluding, tormenting, threatening behaviour
- **Verbal -** name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- **Physical -** pushing, kicking, hitting, punching or any use of violence
- **Extortion -** demanding money/goods with threats
- **Online -** use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- **Racist –** racial taunts, graffiti, gestures
- **Sexual -** unwanted physical contact, sexually abusive comments
- **Homophobic or biphobic -** bullying because of sexuality or perceived sexuality
- **Transphobic -** because of gender identity or perceived gender identity

**Bullying is not:**

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 Several Times On Purpose **(STOP).**

## 3. Preventing Bullying:

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

At Robert Blair we are committed to providing a safe and secure learning environment for all of our children. We have a strong ethos of care, guidance and support and provide high levels of pastoral care. There are many systems in place to prevent bullying.

- The School Vision Statement: **we care for each other and work together** has a high profile within the school and promotes the ideas of children having a strong sense of community and self-respect, embracing social responsibility.
- The PSHE curriculum helps children to understand the different kinds of bullying and what can be done to stop bullying.

- The behaviour system promotes positive behaviour. It ensures that all children understand what is expected of them in school and that there are clear and consistent consequences for inappropriate behaviour – including bullying.
- Anti-bullying week is used as an opportunity to ensure that all staff and children have an understanding of what bullying is and how to tackle it.
- Safer Internet Day and Online Safety Week reinforce the importance of staying safe online and acting responsibly when online.
- Staff are trauma informed in their approach. They work together to foster a sense of belonging for our children and families.
- The school works closely with other professional agencies to ensure that children stay safe.

## 4. Reporting Bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school. Parents are also encouraged to report concerns and bullying to named individuals. We involve children as far as possible in finding solutions.

## 5. Responding to Bullying

We monitor and review all bullying incidents to determine any patterns or trends that may require further action. All staff are required to record bullying concerns on CPOMs, our online reporting system. Any prejudicial element such as racism or homophobia is also recorded on CPOMs. Reporting is monitored by the Safeguarding team of DSLs to consider and action the school's response.

### Procedures for Parents

If a parent or carer is concerned about their child being bullied, in the first instance they should speak to the class teacher. Most concerns can be resolved in this way. If a parent or carer continues to have concerns, they should speak to the Pastoral Care Manager.
The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
Parents should not confront the child displaying bullying behaviour or their parents. This can complicate the situation and distress the pupil.
The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
If parents feel that their concern has not been dealt with appropriately, they should follow the school's complaints policy.

## 6. Intervention: What the school does when bullying occurs

When a case of bullying is reported, the class teacher will work in partnership with the Pastoral Care Manager and Assistant Headteacher to investigate by listening to all children involved. Appropriate action will be taken to ensure that the bullying is addressed. The child who has been bullying will receive an appropriate sanction, be expected to show genuine remorse and receive appropriate support to help them change their behaviour. The child who has been bullied will receive help to deal with the experience. External agencies will be notified or called on for support when necessary.

In serious cases, parents will be informed and invited into the school to discuss the problem. This meeting will be with the class teacher and/Assistant Head teacher or Head of School present. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Should the bullying continue the Executive Head teacher may make the decision to exclude the child. The parents then have the right to appeal to the Governing Body and the LEA.

Appropriate records will be kept of all incidents.

## 7. Monitoring and evaluation

The Senior Leadership team, Assistant Head teacher and Pastoral Care Manager monitor behaviour data robustly with half termly analysis.
There is close liaison between the Senior Leadership team, the Pastoral Care team and the Inclusion team in order to identify any possible bullying issues.
Governors are regularly updated on behaviour throughout the year in the Executive Head teacher's report.