# Anti-Bullying Policy
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# Guidance

# October 2026

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| Approved SLT*: | 20th October 2026 |
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*Academy Trust Board

# Anti-Bullying Policy

## Introduction

**Rationale:** Bullying is unacceptable. No member of the school should be bullied or caused anxiety by another. The ethos at Churchill is to embed its values of Kindness, Curiosity and Determination. Most relationships at Churchill are warm and supportive.

**A definition of Bullying:** 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.

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films, etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion.
- Indirect - Can include the exploitation of individuals.

**Aims**

- That all members of the Academy be encouraged to respect and appreciate the strengths of one another and to encourage kindness.
- That students are made aware of the effect of bullying on others - physically, emotionally and from a legal perspective, including the use of technology.
- To prevent incidents of bullying by identifying what bullying is and ensuring that help is available to those who are bullied, both inside and outside School.
- The Academy will counsel bullies about the effect of their behaviour in an effort to change their behaviour. This will entail reintegration work

**How**

- All staff, students and parents will be made aware of the Anti-bullying policy and guidance, which is published on the website.
- The Academy will promote anti-bullying strategies for dealing with bullying in guidance booklets, its PSHE programme, subject lessons, Tutor time, assemblies and during special weeks.
- Students are to be encouraged to make a member of staff aware if they, or another member of the Academy, is being bullied. It is a student's responsibility to report bullying so that it stops.
- Staff informed of bullying activities should ensure that they follow guidance in the 'Guidance for Staff' policy.
- Parents are encouraged to contact the Academy.
- Students have access to "trusted adults" and the online "Student statement" forms to report incidents of bullying

**Monitoring & Evaluation**
The Academy will rigorously record, analyse and report on all racist, homophobic, sexist and other forms of bullying reported and report to the Governors in the Headteacher's reports.

**Supporting Documents**
- Behaviour Policy

## Guidance for Staff

**Suggested Procedure**

When a member of staff becomes aware that a student has been bullied, then:

1. **Non-Emergency/General situation:**

When a member of staff becomes aware of a bullying incident, they should follow these actions immediately

1. Notify the tutor and Head of House. The appropriate member of staff (usually the tutor) gathers information: Speak with the student to understand the details of the situation and gather as much information as possible.
2. Document the Incident on BROMCOM, including what was said and any immediate actions.
3. Speak to the student's Head of House to agree on the next steps. If necessary, the incident should be raised at the next SSB
4. The Head of House will identify who will be responsible for the follow-up actions.
5. Having liaised with the relevant pastoral line manager, one or more of the following strategies could be adopted,

a) No blame approach
b) Involvement of parents
c) Appropriate monitoring, counselling and support
d) Appropriate sanction
e) Peer group support
f) A contract has been introduced
g) Referral to external agency

2. **Emergency Situation (defined as immediate violence/aggression causing harm):**

1. Intervene and Stop the Bullying: If you observe bullying, immediately intervene to stop the behaviour. Do not hesitate to get help. You could use your radio to contact reception, get the attention of another member of staff, ask a student to go to reception or find another member of staff
2. Ensure that the students are safe
3. Reassure the Student: Listen to the student, reassure them that they are not to blame, and that you will help them.
4. Take the student to First Aid if any physical contact has taken place.

Once the incident has settled, you should now:

1. Document the incident on BROMCOM so we have a record of the incident, including the date, time, location, people involved, what was said, and any immediate actions.

2. Speak to the students' Head of House to agree on the next steps. If necessary, the incident should be raised at the next SSB
3. The Head of House identifies who will be responsible for the follow-up actions.
4. One or more of the following strategies could be adopted:

- No blame approach
- Involvement of parents
- Appropriate monitoring, counselling and support
- Appropriate sanction
- Peer group support
- A Contract has been introduced
- Referral to external agency
- Behaviour contract

**Evidence of Success:**

- Increased sense that students are willing to seek help and are more confident of a successful outcome.
- Annual Safety Questionnaire.
- The topic will be covered within the PSHE programme, allowing for feedback.
- Feedback via parental contact.