




Anti-Bullying Policy

Version:	V4
Updated:	August 2025
Effective until:	31 August 2026 (or following change of legislation or serious incident)
Lead	Principal
Approved	

1. Policy Statement

Raise Education & Wellbeing School is committed to providing a safe, supportive and inclusive environment in which all students can learn, develop, and thrive. Bullying, in any form, is unacceptable and will not be tolerated. We recognise that our students may have experienced trauma, exclusion, or relational difficulties, and we are committed to addressing bullying in a way that is restorative, educative, and supportive.

2. Definition of Bullying

Bullying is:

“Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally.” (DfE, 2017)

Bullying can take many forms, including but not limited to:

- Emotional: Being unfriendly, excluding, tormenting, isolating or displaying threatening gestures.
- Physical: hitting, kicking, pushing, or damaging property.
- Verbal: name-calling, insults, threats, or discriminatory remarks.
- Social/relational: spreading rumours, deliberate exclusion, manipulation of friendships.
- Sexual: Unwanted physical contact, sexualised behaviour or comments including invasion of personal space.
- Prejudice-based: bullying related to race, religion, disability, gender, sexual orientation, or family circumstances.
- Cyberbullying: bullying through social media, messaging, gaming, or online platforms.

3. Aims of this Policy

- To create a school culture where bullying is never tolerated.
- To ensure students feel safe, valued, and respected.
- To provide clear procedures for reporting, investigating, and responding to bullying.
- To involve students, staff, parents, and governors in promoting positive behaviour.
- To use restorative and trauma-informed approaches, recognising the complex needs of SEMH learners.

4. Prevention Strategies

- Whole-school ethos: embedding respect, kindness, and responsibility through the curriculum, assemblies, PSHE, Thrive and Champion sessions.
- Staff training: all staff trained in recognising, preventing, and addressing bullying, including online risks.
- Student voice: regular forums, surveys, and restorative circles to listen to student experiences.
- Curriculum: explicit teaching on relationships, online safety, equality, and respect.

- Environment: safe supervision in unstructured times (lunch, transport, transitions).
- Partnerships: working with parents, carers, and external agencies where needed.

5. Procedures for Reporting Bullying

- Students may report concerns to any trusted adult, keyworker, DSL.
- Staff must log all concerns on the school's safeguarding/behaviour system (e.g. MyConcern) and alert the Designated Safeguarding Lead (DSL).
- Parents/carers may raise concerns directly with staff, SENCO, or Head of School.

6. Responding to Bullying

Every report will be taken seriously and investigated promptly. The response will focus on:

1. Supporting the student who has been bullied.
2. Addressing the behaviour of the student who has bullied in a restorative and educative way.
3. Involving parents/carers and, where appropriate, external agencies.

Consequences will be proportionate, consistent, and in line with the school's Behaviour Policy.

Restorative approaches will be used wherever appropriate, to rebuild relationships and prevent recurrence.

7. Support for Students

- For those experiencing bullying:
- Keyworker support and regular check-ins.
- Counselling or therapeutic input if needed.
- Safety planning and monitoring.
- For those engaging in bullying behaviour:
- Restorative conversations and mentoring.
- SEMH interventions to address underlying needs (e.g. Thrive, anger management, social skills).
- Clear boundaries and expectations for future conduct.

8. Monitoring & Review

- All bullying incidents will be logged and monitored by the DSL and Senior Leadership Team.
- Data will be analysed termly to identify patterns and inform prevention.
- Governors will receive an anonymised report of incidents and actions.
- Policy will be reviewed annually with input from students, parents, and staff.

9. Links to Other Policies

This policy should be read in conjunction with:

- Behaviour Policy
- Safeguarding & Child Protection Policy
- Online Safety Policy
- Equality & Diversity Policy
- SEND Policy