

SOUTH LINCOLNSHIRE ACADEMIES TRUST (SLAT)

Anti Bullying Policy

Aspire - Challenge - Achieve

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Policy Type	Date of Next Review	Approved by
Trust Wide	September 2027	Chief Executive Officer

SLAT Student Anti Bullying Policy

1. Purpose and commitment

This policy sets out how the school prevents and responds to bullying. It reflects the Department for Education guidance on preventing and tackling bullying, the Equality Act 2010, the Education and Inspections Act 2006 and Keeping Children Safe in Education.

The school is committed to creating a safe, respectful and inclusive environment where every student can learn, achieve and feel that they belong. Bullying in any form is not acceptable and will be taken seriously.

2. Definition of bullying

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally. Bullying often involves an imbalance of power, which means the student experiencing bullying may find it difficult to defend themselves or stop what is happening.

Bullying can happen face to face, online, in school, on the way to or from school, or outside school where it affects the safety, wellbeing or education of students in school.

3. Types of bullying

Bullying can include, but is not limited to, the following:

- **Physical bullying:** hitting, kicking, pushing, tripping, damaging belongings or any use of violence.
- **Verbal bullying:** name calling, insults, teasing, threats, sarcasm or spreading rumours.
- **Emotional bullying:** excluding, isolating, intimidating, humiliating or deliberately making someone feel unsafe.
- **Prejudice based bullying:** bullying related to race, religion or belief, culture, disability, special educational needs, sex, gender identity, sexual orientation, appearance or any other protected characteristic.
- **Sexual bullying or harassment:** sexual comments, jokes, gestures, unwanted physical contact, comments about someone's body or reputation, or the sharing of sexualised content.
- **Online bullying:** bullying through social media, messaging apps, gaming platforms, group chats, images, videos or other technology.

Some incidents may also be safeguarding concerns, criminal matters, or both. Where this is the case, the school will follow safeguarding procedures and, where appropriate, seek advice from external agencies.

4. Preventing bullying

The school takes a whole school approach to preventing bullying. This includes setting clear expectations, teaching students how to build positive relationships, promoting respect and responding quickly when concerns are raised.

Prevention work includes:

- A culture where students are encouraged to speak up and know they will be listened to.
- Clear behaviour expectations that are consistently applied by all staff.
- Assemblies, tutor time, PSHE, RSE and curriculum opportunities that teach respect, consent, online safety, equality and healthy relationships.
- Staff training so that adults can recognise signs of bullying, respond well and record concerns properly.
- Targeted support for students who may be more vulnerable, including students with SEND, students who are looked after, students with mental health needs and students affected by prejudice.
- Monitoring of bullying patterns, including online incidents, prejudice related incidents and repeated concerns.
- Working with parents, carers and external agencies where this will help keep students safe.

5. Reporting bullying

Students are encouraged to report bullying as soon as possible, whether it happens to them or to someone else. Students do not need proof before reporting a concern. Being worried is enough.

Students can report bullying by:

- Speaking to any trusted adult in school.
- Speaking to their tutor, year lead, pastoral lead or safeguarding lead.
- Using the school's agreed reporting system Worried@ email.
- Asking a friend, parent, carer or trusted adult to help them report it.

Parents and carers should contact the school as soon as possible if they are worried that a child is being bullied or may be bullying others. All concerns will be taken seriously and responded to in line with this policy.

6. Responding to bullying

When bullying is reported or suspected, staff will respond promptly, calmly and fairly. The response will be proportionate to the concern and will prioritise the safety and wellbeing of the student who has experienced bullying.

The school will normally:

- Listen to the student and reassure them that they have done the right thing by speaking up.
- Record the concern accurately on Myconcern or Sims.

- Consider whether the concern is a safeguarding matter and involve the Designated Safeguarding Lead where needed.
- Speak to relevant students and staff to establish what has happened.
- Inform parents and carers where appropriate.
- Put support in place for the student who has experienced bullying.
- Take appropriate action with the student or students responsible.
- Monitor the situation afterwards to make sure the bullying has stopped.

7. Support and sanctions

Support for students who have experienced bullying may include pastoral support, a trusted adult check in, safe spaces, peer or adult mentoring, wellbeing support, adjustments to routines, support from external agencies or a safety plan where needed.

Students who have bullied others will be held to account and supported to understand the impact of their behaviour. Action may include:

- Restorative work, where this is appropriate and safe.
- Behaviour sanctions in line with the Behaviour Policy.
- Pastoral intervention, mentoring or targeted education.
- Contact with parents and carers.
- Monitoring, report systems or behaviour support plans.
- Referral to safeguarding, SEND, wellbeing or external support where needed.

Sanctions will be reasonable, proportionate and consistent. They will take account of the seriousness of the incident, any repetition, the impact on the student affected and any safeguarding or additional needs.

8. Online bullying and incidents outside school

The school may respond to bullying that happens online, on the way to or from school, or outside school where it affects students directly in school, damages the safety or wellbeing of a student, or brings the school community into disrepute.

Students should be encouraged not to retaliate online. Where possible, they should save evidence, block or report harmful content on the platform, and speak to a trusted adult or report to the Police. The school will support students and families with online concerns and ask parents to involve external agencies where appropriate.

9. Child on child abuse, sexual harassment and safeguarding

Bullying can be part of wider child on child abuse. The school recognises that child on child abuse can include bullying, prejudice based bullying, physical abuse, sexual harassment, sexual violence, abuse in teenage relationships, harmful sexual behaviour, online abuse, initiation or hazing type behaviour and the sharing of nude or semi nude images.

All staff work on the principle that it could happen here. Sexual harassment, sexual violence and harmful sexual behaviour will never be dismissed as banter, joking, part of growing up or boys being boys.

Where a report raises safeguarding concerns, staff must follow the Safeguarding and Child Protection Policy and speak to the Designated Safeguarding Lead. The school will consider the needs and safety of all students involved, including the student who has experienced harm, the student alleged to have caused harm and any other students affected.

10. Roles and responsibilities

Governors will monitor the effectiveness of this policy and hold leaders to account for creating a safe school culture.

Leaders will ensure that bullying is prevented, recorded, monitored and responded to effectively.

All staff will model respectful behaviour, take concerns seriously, record incidents accurately and follow school procedures.

Students are expected to treat others with respect, report bullying immediately and support a culture where everyone feels safe.

Parents and carers are asked to work with the school by reporting concerns, supporting their child and avoiding actions that could make the situation worse, particularly online.

11. Recording, monitoring and review

All bullying concerns will be recorded on Myconcern or Sims. Records should include the nature of the concern, those involved, actions taken, support offered, parent or carer contact where appropriate, and follow up monitoring.

Leaders will monitor bullying records to identify patterns, repeated concerns, vulnerable groups, locations, times of day and online issues. This information will be used to improve supervision, curriculum work, staff training and student support.

This policy will be reviewed annually, or sooner if there are changes to statutory guidance, safeguarding requirements or school context.

Appendix 1: Student Friendly Anti Bullying Policy – designed by our students.

 **Our school is committed to keeping everyone safe. Bullying is never acceptable. This student friendly policy explains what bullying is, what it is not, and how we can help.**

What is bullying?

Bullying is when someone hurts another person on purpose, more than once, and makes it hard for them to stop it. It is not okay. 💔

 Bullying is:  deliberate, which means it is done on purpose, and  repeated, which means it happens more than once.

Types of bullying

-  **Emotional:** being left out, ignored, or made to feel unsafe.
-  **Physical:** hitting, kicking, pushing, or damaging belongings.
-  **Verbal:** name calling, insults, teasing, threats, or spreading rumours.
-  **Prejudice based:** bullying because of race, religion, disability, gender, identity, culture or other differences.
-  **Sexual bullying or harassment:** unwanted comments, jokes, gestures, questions, images or touching.
-  **Online:** bullying on social media, messaging apps, group chats or gaming.

 Bullying can happen anywhere, including in school, outside school or online. All forms of bullying are taken seriously.

Reporting bullying

If you see or experience bullying, speak up!  You can tell  any trusted adult in school, including your Year Lead, Form Tutor, the pastoral team or the safeguarding team.  You can also use  the school reporting system or ask a friend, parent or carer to help you report it.

No concern is too small. You will be listened to and helped. 

How we respond

Our Trust has zero tolerance for bullying. Every report is taken seriously. Responses may include  restorative conversations,  mentor or pastoral support,  behaviour monitoring,  wellbeing support and  sanctions if needed.

Sexual harassment and child on child abuse

Sexual harassment and violence are never just a joke or banter. Abuse is abuse and will always be treated seriously. 

Examples include  unwanted comments or jokes,  staring or gestures,  sharing images or videos,  intrusive questions or unwanted touching.

Preventing bullying

We help prevent bullying through  PSHE and SMSC lessons,  assemblies and student voice,  staff training and  clear reporting systems. We teach students about respect, consent, online safety, racism, equality and positive relationships.

Clear message to students

-  Bullying and harassment are never acceptable.
-  Speaking up is the right thing to do.
-  You will be supported and listened to.
-  Action will be taken to keep everyone safe.

What happens next?

- Your concern will be taken seriously.
- Staff will listen and reassure you.
- Action will be taken to help.
- You will be supported throughout.
- Parents or carers will be contacted where appropriate.

Confidentiality and support

Your privacy will be respected, but safety comes first. You will be kept informed and supported.

Parents and carers

Parents and carers should contact school if they are worried. All concerns will be taken seriously.

Remember

- Reporting is not telling tales.
- You will not get in trouble for speaking up.
- Everyone has the right to feel safe, respected and supported.

Examples of bullying

-  Calling someone names repeatedly.
-  Hitting, kicking or hurting someone on purpose.
-  Sending mean messages online again and again.
-  Excluding someone on purpose every day.
-  Making fun of someone's race, disability, religion, identity or any other difference.

Examples of what is not bullying

-  A one off disagreement or falling out with a friend.
-  Accidentally bumping into someone.
-  A single rude comment. This is still not okay, but it may not be bullying.
-  Friendly teasing that everyone is happy with and that is not hurtful.
-  Not wanting to be friends with someone sometimes.