



Anti-Bullying Policy (Whole School including EYFS)

Independent Day School

Our Lady of Sion School

Last Reviewed: August 2023

Frequency of Review: 3 years

Next Review Due: August 2026

This policy has been written with due regard to Preventing and Tackling Bullying (2017) and Cyberbullying: Advice for Head Teachers and school staff (2014).

Sexual violence and sexual harassment between children in schools and colleges; Advice for schools and colleges on how to prevent and respond to reports of sexual violence and harassment between children (2018).

At Our Lady of Sion School, the ethos is to foster mutual respect and understanding and to demonstrate "Consideration Always" in every situation. All young people have a right to feel safe in school. Our policy extends beyond the immediate school environment. Any reported bullying outside the school premises will be investigated and if bullying is found to have occurred, the bully may be disciplined when they are on school premises under the lawful control of the staff. This includes cyber bullying. The Sisters of Sion have asked that we actively encourage our students to always consider the feelings and needs of "the other" and, as we actively promote their charism, this forms an important part of our bullying prevention and response to it when it occurs.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Any behaviour which could be termed as "bullying" is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We encourage our children and our staff to report any concerns so that *anyone* who knows that bullying is happening is expected to tell a member of staff as a matter of urgency. At Our Lady of Sion School, our policy aims to prevent bullying.

It is therefore important that we continue to create a culture and communication network where children and young people are easily able to share with staff if they are being bullied or have become aware that one of their peers is being bullied. Where a young person does not feel empowered to speak directly to an adult, we have created a 'What Matters Button' on our learning platform which enables a young person to report a concern safely, at their own speed, and completely anonymously.

We believe that the young person/persons displaying the 'bullying behaviour' need help just as much as the child who is being bullied and we endeavour to help both children with the co-operation of parents. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn about empathy, accountability, and agree to apply different ways of behaving and this can be achieved through the focused attention and support of the Pastoral team including the DSL, Deputy Head, Pastoral Leaders, Form Tutors and the Headteacher.

What is Bullying?

Bullying is repeated over time and intentionally hurts another pupil or group physically or emotionally and is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, SEND or because a child is adopted or is a young carer – it may occur directly or through cyber technology (Social Websites, mobile phones, text messages, photographs and email). In some instances, 'bullying' may be regarded as abuse leading to the implementation of reporting procedures to Children's Services of the Local Authority (See Child on Child/Peer on Peer section of the Safeguarding Policy).

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (eg, hiding books, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence, threatening or obscene gestures
- **Racial** - using racial taunts, graffiti, gestures because of someone's colour and/or origin
- **Sexual/Sexist** - unwanted physical contact or sexually abusive comments because of gender
- **Verbal insults** – banter, sarcasm, spreading rumours, teasing and name-calling including comments made against particular groups for example because of disability, Special Educational Needs or on grounds of religion, cultural background, gender, sexual orientation or transgender status
- **Cyber** - all areas of internet, such as email and internet chat room misuse, social network sites, threats by text messaging and telephone calls, and misuse of photographic technology, eg, cameras and videos
- **Religious** - unkind words or actions because of someone's religion
- **SEN/D** - unkindness because of physical or mental disabilities or having Special Educational Needs
- **Homophobic** - treating someone unkindly because people think that they are or might be homosexual
- **Family related** - unkindness because a child is adopted or is a carer or the like
- **Prejudice based** - when bullying behaviour is motivated by prejudice based on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance.

Vulnerable pupils

Our staff support all pupils who are bullied. This means being alert to the effect any form of bullying can have and being especially alert to where it may have a severe impact. There is evidence to suggest that pupils who are badly bullied in school are more likely to be bullied out of school, for instance either on their way to or from school or through cyberbullying. Some students are more likely to be the target of bullying because of the attitudes and behaviours some young people have towards those who are different from themselves. Data from the Office for National Statistics' Annual Crime Survey identified that some groups who were more likely to report being bullied included:

- young people with special education needs and disabilities, or a long-term illness;
- students who identify as LGBTQ+;
- those living in the most deprived areas, or in one-parent households;
- those who had truanted within the last 12 months. These young people are often the same young people who might need greater support to deal with the impact of bullying. In addition, children with special educational needs or disabilities can often lack the social or communication skills to report such incidents so it is important that staff are alert to the potential bullying this group faces.

The Seriousness of Bullying

Bullying results in pain and distress to the victim. Bullying is serious as it can make the lives of its victims a misery. It undermines their confidence and self-esteem and can destroy their sense of security. Bullying impacts upon its victims' attendance and attainment at school, marginalises those groups who may be targeted and can have lifelong psychological damage. At worst, bullying can be a factor in pupil suicide. It is acknowledged that bullies have complex reasons for their behaviour and may need help. The consequences of the bullies being allowed to

‘get away with it’ can be detrimental to them as well as to their victim. All pupils deserve the right to be helped to understand what acceptable behaviour is.

A child at Our Lady of Sion School may indicate by signs or behaviour that they are being bullied. All staff should be aware of these possible signs and ensure that they remain vigilant at all times and follow up any of the listed indicators (see below - or any other concern) through sharing with their DSL.

The child:

- feels unwell in the morning;
- cries themselves to sleep at night or has nightmares;
- is unwilling to go to school (school phobic);
- begins truanting;
- reluctant to make the journey to school - Is frightened of walking to or from school, doesn't want to go on the school/public bus, begs to be driven to school;
- changes their usual routine;
- unhappiness;
- unexplained behavioural changes, eg, moody, bad tempered, aggressive or withdrawn, anxious, depressed, lacking in confidence;
- starts stammering;
- shows evidence of changes in work patterns, lacking concentration;
- comes home with clothes torn or books damaged;
- has possessions or money going “missing”;
- is wanting extra pocket money for no particular reason (to pay bully);
- has unexplained cuts or bruises;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- is afraid to use the internet or mobile phone;
- is nervous and jumpy when a cyber message is received;
- gives improbable excuses for any of the above.

These signs and behaviours could indicate many other problems, but bullying should be considered a possibility and should be investigated.

Dealing with Bullying

Bullying by its very nature is insidious because children and young people are likely to feel that “telling” will only make matters worse for themselves and leave them even more at the mercy of the bully/bullies. The “victim” must be offered immediate support and must be made to feel that they have done the right thing in coming forward. It should be remembered that by telling someone, they have undertaken something which is very difficult.

Any strategy for dealing with bullying must ensure that it protects the child or young person being bullied. For example, it is more appropriate for a member of staff to approach the alleged bully on the basis “we have noticed”, or “it has been brought to my attention”, rather than to say that it was the victim who brought the matter to their notice.

Ultimately, Our Lady of Sion School must continue to actively promote a culture of sharing concerns. Staff and children need to be regularly reminded to share any concern (however small it may seem) as what may initially seem like an insignificant piece of information could in fact be instrumental in safeguarding/protecting a child.

“If you see/hear something that causes you concern – share it.”

All pupils should report incidents of bullying to a member of staff and remember that by being a bystander they are condoning such behaviour.

Responding to Bullying

A member of staff may become aware of a bullying concern. When this happens, they should refer to the DSL.

When a child informs a member of staff that there may be bullying happening, we start investigations as follows:

- The member of staff who initially hears that there is a potential bullying concern will report this to the DSL through CPOMS.
- If a parent contacts the school with concerns about bullying including cyber-bullying, the DSL will be informed immediately and communication between the DSL and the parents will commence as a matter of urgency.
- The DSL will see the pupils involved individually and record their “statement” about the incident(s) being investigated. If appropriate and possible, two staff should be present at any such interview where bullying is being investigated.
- If the DSL needs to delegate the above action, it will be handed over to the appropriate Key Stage Coordinator or Form Tutor. The notes from this meeting will be shared with the DSL as a matter of urgency.
- If there is reason for the DSL to believe that bullying is taking place, they will then contact the parents of both parties and put their findings to them.
- It is our belief that a child who bullies needs help just as much as the “victim” of bullying. We endeavour to help both pupils with the co-operation of the parents.
- During investigations, there may well be speculation among the children’s peers and their parents. It is important that we are aware of this and take appropriate action to ensure that rumours are scotched and the investigation is satisfactorily concluded.
- Careful monitoring will be undertaken by all staff of the pupils involved, discreet or overt, whichever is deemed appropriate to any given situation. Regular communication with parents and appropriate staff will commence to enable the DSL to be assured that the situation is being resolved and there is a holistic monitoring of the situation.
- The details of the investigation as it continues will be recorded on the CPOMS by the DSL.
- If, after investigation, the concern is not deemed to be actual bullying, details of the investigation will be recorded on the CPOMS to inform any subsequent investigation should the concern return.
- Bullying cases will be reviewed at the weekly DSL meeting (or more regularly where necessary) to ensure that the case is successfully resolved and remains resolved.
- If bullying is found to be present, an appropriate sanction is applied and this is recorded on CPOMS.

Where both parties agree, a safe restorative approach will be taken. The adult leading the restorative approach will ask the 'aggressor' the following questions, while the 'victim' of the behaviour will have the opportunity to listen and have a chance to respond:

- What happened?
- What were you thinking at the time?
- What have you thought about it since?
- Who has been affected and in what way?
- How could things have been different?
- What do you think needs to happen next?

At our Lady of Sion School, we feel that it is incredibly important that all students develop empathy and acknowledge how their behaviour has impacted others. It is only by students understanding the impact they have, that they will take steps to change their future behaviour.

All members of staff at Our Lady of Sion School recognise that bullying can happen here, and each will actively monitor the children in their care. Sharing concerns with the DSLs is very much part of the life of a staff-member at our school.

Dealing with Cyberbullying

Cyberbullying is any bullying behaviour that takes place virtually via mobile devices like phones and tablets, through online social networks such as Facebook, Twitter and Instagram, and is also common on gaming sites. Cyberbullying can happen in or outside school – whenever and wherever children have access to phones or the internet. Examples of this kind of behaviour include inappropriate text messaging, e-mailing or blogging, sending offensive or degrading images by phone or via the internet, excluding individuals from group chat and creating false personas to mock or humiliate others. To seek to reduce cyberbullying in school, we have a no mobile phone policy during the school day, unless teachers have expressly given their permission for phones to be used for learning in the classroom.

The person being bullied will usually have examples of texts or emails received and should be encouraged to keep these to aid in any investigation. There are also additional reporting routes available through mobile phone companies, internet service providers and social networking sites.

Some forms of cyberbullying involve the distribution of content or links to content, which can exacerbate, extend and prolong the bullying. There are advantages in trying to contain the spread of these by contacting the service provider, confiscating phones and contacting the police if the content is illegal.

Take steps to identify the person responsible for the bullying. Steps can include:

- Looking at the school system and computer logs;
- Identifying and interviewing possible witnesses;
- Obtaining user information from the service provider (with police involvement).

The DSL will respond to Cyberbullying according to **"The Procedure"**, taking into account the advice given (within this policy) when dealing with cases of cyberbullying.

Detailed procedures relating to Online Safety and appropriate use of mobile technology can be found in the school's Online Safety Policy.

Types of cyber-bullying - The Ditch the Label annual bullying survey 2019 found that 1:4 young people now have anticipatory anxiety about being abused online. This could take the form of:

- Flaming/trolling: online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged. The aim of flaming is to cause reactions and people often get enjoyment from the victim's distress.
- Catfishing: creating fake profiles on social network sites, apps and online.
- Denigration: putting unkind online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.
- Exclusion: intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities. This is a form of indirect bullying.
- Outing/exposing: sharing or coaxing someone into revealing secrets online including private information, pictures, and videos. Usually involves screenshotting and forwarding to others.
- Trickery: tricking someone into revealing personal information then sharing it with others.
- Impersonation: pretending to be someone else when sending or posting mean or false messages online.
- Harassment: repeatedly sending malicious messages to someone online.
- Cyber-stalking: repeated messages that include threats of harm, harassment, intimidation or engaging in other online activities that make a person afraid for their safety.
- Online sexual harassment: sending unwanted images or messages of a sexual content. This could include trying to persuade someone into returning images of themselves and/or doing something they are not comfortable with.
- Conducting an Internet poll about the victim. Questions in the poll may vary including everything from who is ugly and who smells to who is dumb and who is fat.
- Sending viruses, spyware or hacking programs to the victim in order to spy on the victim or control his or her computer remotely.
- Using a camera phone to video and later share a bullying incident; downloading a video of something humiliating and posting it to YouTube in order to allow a larger audience to view the incident; sharing a video via mass e-mail or text messaging to humiliate and embarrass the victim.
- Creating an incident that causes another person to become upset or emotional and then record the incident. This type of activity is often referred to as cyberbaiting.
- Engaging in Subtweeting or Vaguebooking: posting tweets or Facebook posts that never mention the victim's name, yet the victim, the bully and often a larger audience know who the posts are referencing.
- Using subtle posts and tweets to fuel the rumour mill while avoiding detection by teachers, administrators, and parents.

See <https://www.familylives.org.uk/advice/bullying/cyberbullying/what-is-cyberbullying>

Mobile Phones

All UK mobile phone providers have malicious or nuisance call, text or picture message centres set up and have procedures in place to deal with such instances. They will help you to change the number of the person being bullied if necessary. If you want to prosecute the perpetrator contact the police. The mobile provider will work closely with the police and can usually trace calls for them. Some service providers such as Vodafone produce annual magazines for parents and carers (<http://www.vodafone.com/content/digital-parenting.html>), giving information and top tips for keeping your children safe online including cyberbullying.

Possible signs of cyberbullying

It is not always easy to spot the signs of cyberbullying as it can happen all the time, which is a feature that makes it different from other forms of bullying. Be alert to a change in your child's behaviour, for example:

- being upset after using the internet or their mobile phone;
- unwilling to talk or secretive about their online activities and mobile phone use;
- spending much more or much less time texting, gaming or using social media;
- many new phone numbers, texts or e-mail addresses show up on their mobile phone, laptop or tablet;
- after texting or being online they may seem withdrawn, upset or outraged;
- not wanting to go to school and/or avoiding meeting friends and school mates;
- avoiding formerly enjoyable social situations;
- difficulty sleeping;
- low self-esteem.

Record Keeping

All cases of bullying are recorded on CPOMS, which are held securely and centrally on the school system to provide a clear picture of the bullying patterns within the school. The log holds information about incidents and those involved (victim and perpetrator). The school's DSLs meet weekly to review CPOMS and to discuss any patterns that are emerging. Actions are agreed to ensure that the experience of bullying is stopped swiftly and successfully.

Victims of bullying are closely monitored, and concerns are raised at Staff Briefings and within the wider pastoral team through Key Stage Coordinator meetings. CPOMS provides the necessary information to enable the DSL/Pastoral Team to actively monitor and support those children in need.

Bullying and the Police

Bullying in itself is not a specific criminal offence in the United Kingdom. Some incidents of bullying are not actually crimes and, therefore might not be a matter for the police. However, other types of bullying are illegal and can be reported to the police.

The gov.uk website sets out bullying incidents that should, where discovered, be reported to the police because they are illegal. These include:

- violence or assault;
- theft;

- repeated harassment, intimidation; or communications, eg, name calling, threats and abusive phone calls, emails or text messages under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986;
- hate crimes.

If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, any person who sends 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, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

School staff members also have the power to discipline students for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address students' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only to the extent that it is reasonable for the school imposing the penalty to regulate the student's conduct in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, or in public communal areas. Where bullying is reported to school staff, it should be investigated and acted on. During school hours, including while students are taking part in school visits, after school clubs and during extra-curricular activities, the school has responsibility to ensure students feel safe and secure. Staff can only impose disciplinary sanctions and implement that sanction whilst on the school premises or when the student is under the lawful control of school staff, for instance on a school trip. The school and staff are not responsible for incidents that happen online outside of school hours. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

A bullying incident should be treated as a child protection concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm. In cases such as this, the DSL will make a referral to the MASH according to procedures set out in the school's Safeguarding Policy

Bullying Outside School

Bullying outside school is any incident of bullying that occurs anywhere off the school premises, such as on school or public transport, outside the local shops, in the town or village centre or cyberbullying. The Department for Education's guidance for preventing and tackling bullying states that "where bullying outside the school is reported to school staff, it should be investigated and acted on." We want our school community to remain safe and happy and therefore are very keen to respond to any reports of bullying outside school and especially if this is having an impact on the school community. Developing positive and caring citizens is a vital part of our provision and therefore responding appropriately to reports of bullying outside school is an important part of our pastoral provision. It is very important that we encourage our students and their parents/family members to communicate any such concerns with us. Communicating this message to parents/family members is achieved through our Learning Platform, Safeguarding Briefings and within our regular newsletters.

Keeping Informed about bullying

At Our Lady of Sion School, we recognise that bullying could happen here. All staff are reminded to be vigilant regarding indicators that point towards safeguarding/child protection/bullying concerns. Sharing any concern (however small it may seem) is encouraged and expected as part of the caring culture of the school. As part of the induction of new staff and in the annual safeguarding updates (August/September), the principles of the anti-bullying policy are shared and revised.

Through our PSHEE, Tutor-Time, Assembly programme, projects, drama, stories and literature, children and staff are informed about the importance of reporting bullying along with the importance of being kind to everyone. The ethos of anti-bullying is embedded throughout the curriculum. Promoting an understanding of the many differences between people and challenging prejudice-based language (amongst other foci) is a vital component of the preventative strategies that the pastoral team use in their drive to prevent/reduce the cases of bullying and/or cases of unkindness. It is essential that the whole staff body actively promote the value and importance of an environment of good behaviour and respect, praising members of the school community when this is evident and challenging every case that contravenes this.

Through the routes mentioned above, we must actively support all children and young people and continue to be mindful of those pupils with protected characteristics (SEND, LGBT, etc). It is our duty to follow anti-discrimination law. As staff, we must act to prevent discrimination, harassment and victimisation within the school. This is achieved through routes mentioned above and through what we do and say. We are role models and this responsibility must be taken very seriously.

The role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from the school. The Governing Body will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately. The Governing Body monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of the school's antibullying strategies.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can make a complaint which will be dealt with in accordance with the Complaints Policy which can be accessed from the school's website.

Strategies to reduce bullying

Our Lady of Sion School has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- the consistent promotion of the school's code of behaviour which requires all pupils to respect the rights of others – Consideration Always;
- tackling prejudice and promoting empathy and understanding for others through awareness and education of the Equality Act 2010 and protected characteristics ;
- teaching students to self-regulate their behaviour and encourage them to self-reflect following inappropriate behaviour;

- staff model appropriate moral conduct and expect students to develop an understanding that they should not engage in bullying behaviour because it is not the right thing to do, rather than just because they are told not to;
- staff reward positive behaviour and attitudes;
- the reinforcement of the clear message that violence has no place at our school;
- take part in initiatives such as Anti-Bullying Week through assemblies;
- PSHE curriculum including discussion and exploration of bullying issues with students;
- a clear policy of mobile phones not permitted to be in use during school hours;
- the celebration of all student's backgrounds, faiths and cultures through assemblies;
- raising awareness of cyber bullying and teaching students to safely use technology (including mobile phones, email, internet);
- staff keep up with online trends to ensure our practices and policies are up to date and we can provide the best information, advice, and support for everyone in our community;
- all websites accessed in school are screened. This software screens the language used in all documents, emails and websites. Rude or offensive emails, websites, documents are sent to the Head Teacher. Action will be taken and recorded;
- effective recording systems including CPOMS;
- work with multi-agency teams including police and children's services as appropriate;
- contact with the parents of both the student being bullied and the bully;
- sharing information with parents around Online Safety;
- challenging sexual content within verbal abuse especially challenging the word 'gay' and other homophobic language;
- challenging 'banter' and racist language and instilling a collective understanding of the power of words which can cause harm to others if used in the wrong way.

Disciplinary Sanctions

The following sanctions may be applied in accordance with the School behavioural policy.

Formal Warning: the Senior Leader (Pastoral) will speak to the pupils involved and will contact the parents or guardians giving details of the offence and inviting them into school to discuss the matter and to be present when their child is given a Formal School Warning. Parental support for the school's actions should be enlisted if possible. Parents and the student(s) involved in bullying others should be informed that further instances could result in one of the following sanctions:

Suspension/Fixed-Term Exclusion: at the Headteacher's discretion (see the school's Fixed Term and Permanent Exclusion Policy).

Permanent Exclusion: at the Headteacher's discretion - in cases of severe and persistent bullying (see the School's Fixed Term and Permanent Exclusion Policy). If the incident was deemed to be serious enough to warrant a permanent exclusion, the Headteacher would follow this ultimate procedure without going through the warning stage.

These are minimum sanctions. In very serious cases, where there is reasonable cause to suspect that a child is suffering or likely to suffer, significant harm, the incident is treated as a child protection (CP) concern and it will be necessary to make a report to Social Services or the Police.

The Pastoral Team at Our Lady of Sion School believes very strongly that face-to-face communication with victims and bullies (and parents) is a vital part of dealing with this problem. Sanctions are important and those ultimate sanctions (see above) can be effective in preventing acts of bullying. However, the discussions and conversations that take place during a bullying investigation are crucial and can certainly be instrumental in remedying a case and enabling those involved to learn lessons for life.

It is important to note that any necessary sanctions applied will take into consideration the individual needs of the students involved, including but not limited to, special educational needs.

The School will raise awareness of the staff through training and collectively we shall take action to reduce the risk of bullying/acts of bullying here at Our Lady of Sion School. The key points from this policy will be prominently displayed on the Safeguarding Notice Board (Learning Platform) and will be discussed with pupils during Tutor-Time sessions. Anti-bullying will feature as a discussion point for the Student Council and the school will engage with Anti-Bullying week each year. It will also be revisited as necessary during PSHE sessions to all years and reinforced in other areas of the curriculum as the opportunities present themselves, eg, drama, physical education.

Senior School will be asked about bullying through their “Student Review and Monitoring” programme carried out as part of their Tutor-Time Activity Framework.

Parents will be informed about Anti-Bullying procedures through the school’s newsletter, the “Staying Safe” area of the Learning Platform and through Parental Briefings at Parents’ Evenings.

What if I have a complaint

If a member of our school community feels that an issue has not been dealt with correctly, or there are still unresolved issues, please follow the School’s complaints procedure policy.

Contact Details

Our nominated anti-bullying lead is Steve Jeffery, Headteacher.

Email: jefferys@sionschool.org.uk

If you wish to share information anonymously, please log on to our learning platform and access the What Matters Button.

NSPCC Helpline: 0808 800 5000

Useful Links:

Anti-Bullying Alliance

- A coalition of organisations and individuals committed to stopping all forms of bullying between children and young people.
- Website contains information and advice relating to all forms of bullying - www.anti-bullyingalliance.org.uk

Bullying at School

- <https://www.gov.uk/bullying-at-school>

Childline

- 24-hour helpline for children and young people with concerns about bullying 0800 11 11
- Online support for children and young people with concerns about bullying.
- Website with information about bullying including a new short video to build the confidence of children that have been bullied – www.childline.org.uk

Get Connected

- Helpline for children and young people under 25 - 0808 808 4994.
- Also a text, email and webchat facility www.getconnected.org.uk

The Diana Award (Anti-Bullying Programme)

- Website available to all with information, advice and good practice for young people, professionals and parents.
- Training across UK and Ireland: training targeting victims, perpetrators and bystanders. Young people can be trained to recognise bullying behaviour and its root causes as well to help their peers tackle bullying online and offline. Professionals can be trained to lead on anti-bullying work and support a peer led programme/student team www.diana-award.org.uk

EACH (Education Action Challenging Homophobia)

- Action line for children and young people with concerns about homophobic bullying.
- 0808 1000 143
- www.each.education

Stonewall

- Website with information and advice tailored to under 21s who have concerns about homophobic bullying.
- 08000 502020
- www.stonewall.org.uk

The Child Exploitation and Online Protection Centre (CEOP)

- Website with information and resources for children and young people about staying safe online.
- www.ceop.police.uk/safety-centre

Ditch the Label

- Ditch the Label provides informative advice, research and engaging content tailored to young people aged 13-25 aimed to reduce the prominence and harmful effect of bullying.
- Ditch the Label also offer email support as well as drop-in chat sessions via the social networking platform Habbo Hotel. www.ditchthelabel.org

Other useful links:

- <https://www.dtlcd.org/>
- <https://www.gov.uk/government/publications/disrespect-nobody-campaign-posters>
- <https://www.kidscape.org.uk/>
- <https://youngminds.org.uk/media/1511/young-minds-bullying.pdf>
- <https://www.kickitout.org/>
- <https://educateagainsthate.com/>
- <https://www.endviolenceagainstwomen.org.uk/>
- <https://anti-bullyingalliance.org.uk/tools-information/advice-and-support>

Related documents:

Safeguarding & Child Protection Policy

Online Safety Policy

Fixed Term and Permanent Exclusion Policy

Role/job title updates made to policy on 22nd August 2025

Approved by Chair of Governors

Social networking site	Useful links
Facebook	Read Facebook's rules www.facebook.com/communitystandards Report to Facebook www.facebook.com/help/181495968648557
Instagram	Read Instagram's rules http://help.instagram.com/477434105621119 Report to Instagram http://help.instagram.com/477434105621119 Instagram Safety Centre http://help.instagram.com/369001149843369
Kik Messenger	Read Kik's rules http://kik.com/legal/ Kik Help Centre https://kikinteractive.zendesk.com/hc/en-us
Snapchat	Read Snapchat rules https://www.snapchat.com/terms Report to Snapchat https://support.snapchat.com
Tumblr	Read Tumblr's rules http://www.tumblr.com/policy/en/community Report to Tumblr by email support@tumblr.com If you email Tumblr take a screen shot as evidence and attach it to your email
Twitter	Read Twitter's rules https://support.twitter.com/articles/18311
Vine	Read Vine's rules https://vine.co/rules Contacting Vine and reporting https://support.twitter.com/articles/20175169
YouTube	Read YouTube's rules https://www.youtube.com/yt/policyandsafety/communityguidelines.html Report to YouTube https://www.youtube.com/yt/policyandsafety/en-GB/reporting.html YouTube Safety Centre https://www.youtube.com/yt/policyandsafety/en-GB/safety.html