



Pebworth First and Blackminster Middle Schools  
Federation



# Anti-bullying Policy

*Non-statutory*

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Approved by: Governing Body  
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This Federation believes that all people in our community have the right to teach and learn in a supportive, caring and safe environment without fear of being bullied; and we expect everyone to contribute to the eradication of bullying. We believe that every individual in school has a duty to report an incident of bullying whether it happens to themselves or to another person.

## What do we mean by bullying?

Bullying is persistent and may include the following types of behaviour:

- Attacks (physical or verbal) based on religion, gender, sexuality, disability, appearance or racial origin.
- Deliberate ignoring or leaving someone out.
- Abusive messages via any means of communication or social media.
- Name-calling.
- Being hit, pushed, kicked or punched.
- Taking or hiding possessions – eg bags, mobile phones.
- Forcing someone into things they don't want to do.
- Sexual harassment or violence.

## Complaints in relation to bullying

The Federation takes seriously all complaints of bullying. Reports of bullying may come from any of a variety of sources – from the pupils being bullied, from a friend, from a witness (pupil or staff) or from a parent/carer. The Federation works hard to ensure any complaints of bullying are investigated promptly, fairly and in a caring manner.

### *How will we do this?*

- All cases of bullying will be recorded and thoroughly investigated by the appropriate adult.
- The victim will be offered support by a member of staff and/or other pupils (eg. Peer Mentor).
- A restorative approach will be used where appropriate and agreed by the victim.
- Parents will be informed and may be asked to attend a meeting to discuss the problem.
- When necessary, parents of the victim will be made aware of the action taken by the school.
- Sanctions (in line with our Behaviour Policy) will be adhered to.
- If necessary and appropriate, the police will be consulted.

We follow the Anti-Bullying Alliance's definition of bullying: it 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.**

## Pupils' responsibilities

All Pebworth and Blackminster students are asked to:

- Report bullying, either towards themselves or to others.
- Never stand by and watch.
- Walk away from situations and talk to an adult as soon as possible.

- Complete a bullying report fully and honestly, when asked.
- Avoid situations on social media where bullying can take place and try to persuade friends to do the same.
- Avoid text messaging when it is being used in hurtful ways.
- Try your best to keep problems from outside school away from school

## Sources of support and information

- A Guide for Schools:  
[www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW- Coalition-Schools-Guide.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW- Coalition-Schools-Guide.pdf)
- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:  
[www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual)
- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Barnardo's LGBT Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Childnet: [www.childnet.com](http://www.childnet.com)
- DfE 'Advice for parents and carers on cyberbullying':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)
- DfE 'Cyberbullying: advice for headteachers and school staff':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)
- Disrespect No Body:  
[www.gov.uk/government/publications/disrespect-nobody-campaign-posters](http://www.gov.uk/government/publications/disrespect-nobody-campaign-posters)
- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
- Ending Violence Against Women and Girls (EVAW) [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Sexual harassment and sexual bullying
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)
- The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practice-](http://www.restorativejustice.org.uk/restorative-practice-)
- The UK Council for Child Internet Safety (UKCCIS):  
[www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)

- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)