



WHOLE SCHOOL POLICY FOR ANTI-BULLYING

Date last reviewed: September 2025

Next Review Date: September 2026

Overview

At Cribden House School bullying and any other forms of intimidation such as peer-pressure will not be tolerated. This includes all protected characteristics of the 2010 Equality Act which includes racism, sexism, homophobia, biphobia, and transphobia.

Everyone in school will treat others with kindness and respect with care for each other. Everyone will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly if there are any signs or reports of bullying including cyber-bullying. (This policy is to be read in conjunction with the Relationships & Regulation Policy, Online Safety Policy, SEND Policy and the Safeguarding Policy).

Objectives

1. To ensure that all feel safe and free from any form of bullying and intimidation.
2. To build an ethos whereby learners feel safe, free from threat and intimidation and where they are free to express themselves.
3. To promote healthy relationships where all are treated with mutual respect and care for each other.
4. To act promptly and effectively at the first sign of bullying.
5. To encourage learners, parents and staff to report any attempted bullying.
6. To protect and reassure any victims of bullying.
7. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
8. To promote Cribden House Schools values/ethos ensuring that it is free from all forms of bullying.

Strategies

1. We will use our Relationships & Regulation Policy effectively to promote acceptable behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any form of bullying is observed or reported.
3. Learners will be encouraged to report bullying and how to spot bullying; this will be listened to and taken seriously.

4. Every allegation of bullying will be investigated and followed up using school procedure with the help and guidance of SLT/Family Support Team.
5. Any victim of bullying will be well-protected immediately and in the future; school will work closely with parents of the victim and perpetrator in order to try and resolve any issues as quickly as possible and to avoid any further incidents.
6. Any allegations of bullying will be reported to SLT.
7. Restorative Practice, PSHRE, Thrive and any other areas of the school curriculum will be used to discuss bullying and to make all pupils aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends. (Appendix 2)
8. Pupil Voice will be at the heart of all actions via the Family Support Team and SLT. (Appendix 4)
9. Using the school's rewards and consequences to reinforce this anti-bullying policy and promote anti bullying week within school.
10. Learners and their parents will be made aware of this policy and have access to a 'child friendly' version. (Appendix 1)
11. The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy; strategies will be given via Family Support Team to help support this policy.

Outcomes

At Cribden House "We instil the belief to succeed" in a warm, friendly, welcoming and safe ethos. Our stance on bullying pervades through our core values (Teamwork, Respect, Inclusion and Positive). It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

Types of Bullying

As with most kinds of bullying, there are many types that can occur. A series of incidents can involve all types or the sustained use of just one type.

Physical – hitting, kicking, pinching, punching, pushing, scratching, spitting or any other form of physical or sexual violence. Damaging or taking things that belong to another person can also be classed as physical bullying.

Verbal – bullying that is spoken or said. This can include using words such as 'faggot' or 'tranny'. Statements that threaten or tease others can be verbal bullying, even if they don't involve these kinds of words (see below).

Indirect – bullying that does not directly involve the person being targeted. This can include spreading rumours about someone, or purposefully excluding them from an activity because of their sexuality or gender identity.

Mental – bullying that involves threatening or actually 'outing' someone to another individual or a group of people; public humiliation, sabotaging friendships and academic achievements.

Cyber – bullying that is carried out using electronic means. This includes sending texts, calling people to verbally abuse them, sending videos or picture messages, sending emails, using social media or instant messaging (IM) apps, or writing malicious posts on online forums or blogs. This can also include sending threatening messages or death threats.

HBT – homophobic, biphobic and transphobic (HBT) bullying is the targeted abuse of an individual who identifies as lesbian, gay, bisexual, transgender or someone who is questioning their sexual orientation or gender identity (LGTBQ).

Tackling Bullying

Cribden House School adopts a zero-tolerance approach to bullying. Ongoing training enables teachers and non-teaching staff to consistently challenge bullying in a united way. There are clear and consistent consequences for students, in line with how you would respond to other kinds of bullying. Bullying is recorded within CPOMS and is monitored closely.

Bullying behaviour often comes from a lack of understanding, ignorance and fear. Cribden House incorporates lessons around gender and sexuality into PSHRE with the aim to increase understanding and awareness. It can generate safe spaces for open discussions where students can explore and challenge each other's attitudes safely through pupil voice.

In addition to tackling bullying, Cribden House also believes it is important to tackle general language and attitudes which can lead to other types of behaviour, for example physical incidents, cyber bullying and excluding young people from groups and activities.

Embedding the LGBTQ community within the school curriculum encourages tolerance, acceptance and diversity. This involves introducing LGBTQ relationships, characters and themes into the examples, stories and scenarios used in lessons.

Appendices Anti Bullying Policy

1) See Child friendly anti bullying poster

2) Restorative Practice, PSHRE and Thrive

All pupils at Cribden House take part in weekly Thrive and PSHRE sessions. The children will regularly take part in enquires that enable them to explore issues related to this Anti-Bullying Policy E.g. Cyber-bullying, Racism, homophobia, discrimination due to disability. Visitors/workshops will be used to enhance the curriculum and challenge thinking when appropriate.

3)a) The member of staff that the child has reported it to will listen to the child.

b) The member of staff will remind the child of the STOP slogan and ask the child whether they feel that bullying has taken place.

c) The member of staff will ensure that the incident is investigated fully by speaking separately to all parties involved and record the correspondents on CPOMS adding a member of SLT and Family Support Team to pass on the information.

d) SLT/Family Support Team will then ensure that provision is put in place for all parties involved.

Provision may include:

- Ongoing daily logs for the child who has been bullied i.e check in with an adult at the end of every break time and inform them how play time has been; record this using Class Dojo and record any negative incidents via CPOMS and Behaviour Smart.
- The bully will be part of the Restorative Justice process and will then be referred to the Family Support Team for additional help around bullying. This could be group work or 1:1 intervention.
- The child who has been on the receiving end of the bullying may need additional support from the Family Support Team. This may include group work or 1:1 intervention.
- The children involved may complete sessions together.

e) All records will be kept on file, parents will be kept informed of progress, actions and provision will be reviewed accordingly.

f) If problems persist/reoccur with the same children then the SLT will become involved and additional arrangements i.e. moving class groups etc will be put in place.

g) If problems persist/reoccur after this the SLT will hold a meeting with the child carrying out the bullying and their parents where all actions to date will be reviewed and a future plan put in place. If this is deemed severe enough, fixed term isolation will be implemented.

4) Pupil Voice via SLT/Family Support Team

The SLT/Family Support Team will facilitate regular opportunities for pupils to give thoughts regarding any potential issues with bullying via pupil voice feedback and the school council if appropriate.