



## Anti-Bullying Policy

<b>Date established by governing body</b>
Summer Term 2025
<b>Date for full implementation</b>
Immediately
<b>Date for review</b>
Summer Term 2026

Cleaswell Hill School is committed to providing a warm, caring and safe environment for the whole school community. Bullying is unacceptable and will not be tolerated. If bullying does occur, it will be dealt with promptly and in accordance with this policy.

### Aims

The aims of this policy are to:

- Work together as a school community to develop healthy and positive relationships.
- Prevent, de-escalate and stop any continuation of harmful behaviour.
- React to bullying incidents in a reasonable, proportionate and consistent way.
- Safeguard the student who has experienced bullying and offer them support.
- Establish appropriate ways of dealing with bullying and provide support to prevent further incidents taking place.

### Definition of Bullying

While Cleaswell Hill School, as a specialist setting, may not encounter bullying in the same way as mainstream schools, it is important not to overlook the issue. The unique behaviours of some of our pupils, combined with the vulnerability of others, make it essential for the school to remain vigilant and responsive. Cleaswell Hill School recognises that certain behaviours - such as distress triggered by environmental stimuli - may be perceived as bullying, even when there is no deliberate intent.

The Anti-Bullying Alliance defines bullying as:

*"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online."*

### Dealing with Bullying

At Cleaswell Hill School, bullying is regarded as wholly unacceptable. Although incidents are rare, every reported case is treated with urgency and investigated thoroughly. When a pupil is found to have engaged in bullying behaviour, appropriate action is taken in line with the school's behaviour policy. This includes supporting the pupil to understand the impact of their actions, why such behaviour is unacceptable, and how they can make positive changes moving forward.



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### Relational Conflict

It is important to distinguish between bullying and relational conflict. Relational conflict refers to occasional disagreements or misunderstandings where any offence caused is typically unintentional. In such cases, there is usually a willingness among those involved to resolve the issue, reflect on their actions, and restore positive relationships. While relational conflict can be upsetting, it does not carry the sustained intent to harm that characterises bullying.

### Curriculum

The curriculum is designed to provide pupils with meaningful opportunities to develop essential life skills that support their personal, social, and emotional growth. These skills are embedded across all areas of learning and are reinforced through targeted interventions and pastoral support.

Key areas of focus include:

- Developing **positive behaviours for learning** that promote engagement and resilience.
- Enhancing **communication skills**, including verbal, non-verbal, and alternative methods.
- Building and maintaining **healthy relationships** based on mutual respect and understanding.
- Learning strategies for **resolving conflict** constructively and peacefully.
- Promoting **respect and kindness** as core values within the school community.
- **Exploring differences** to foster inclusion, empathy, and appreciation of diversity.
- Encouraging pupils to understand **how and when to ask for help**.
- Supporting **emotional regulation** through structured teaching and therapeutic approaches.

### Prevention of Bullying

Cleaswell Hill School is committed to providing a happy, safe, and secure environment for all pupils. A key part of this commitment is the implementation of proactive and positive strategies aimed at preventing and discouraging bullying. These strategies are aligned with the Department for Education's guidance on *Preventing and Tackling Bullying*, and include:

- Promoting group work and co-operative learning to build positive peer relationships.
- Providing opportunities for pupils to express their feelings and concerns with trusted staff members.
- Fostering an atmosphere of openness, trust, and mutual respect.
- Educating pupils on how to stay safe online through dedicated e-safety lessons, in line with national cyberbullying advice.
- Ensuring careful supervision of pupils, supported by appropriate staff-to-pupil ratios.
- Listening attentively to pupils and remaining alert to any changes in behaviour that may indicate distress or concern.

These measures support the school's wider safeguarding responsibilities and reflect the principles outlined in the *Education and Inspections Act 2006*, the *Equality Act 2010*, and the *SEND Code of Practice*.



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### Responding to Bullying Incidents

Cleaswell Hill School is committed to responding to all incidents and allegations of bullying in a calm, consistent, and supportive manner. The following steps outline the school's approach to managing such incidents:

#### 1. Listening to All Parties

All individuals involved will be given the opportunity to be heard in a respectful and non-judgemental setting.

#### 2. Ensuring Safety

Staff will take immediate steps to ensure that the victim(s) is safe and feels secure.

#### 3. Providing Support

Victim(s) will be offered appropriate advice and emotional support to help them process the incident.

#### 4. Gathering Information

Staff will speak to all pupils involved separately to gain a clear understanding of the incident.

#### 5. Identifying the Problem

The nature of the issue will be identified, and possible solutions will be explored collaboratively.

#### 6. Problem-Solving Approach

A restorative and problem-solving approach will be adopted wherever appropriate to resolve the conflict.

#### 7. Taking Immediate Action

Swift and appropriate action will be taken to stop the bullying behaviour or threats.

#### 8. Addressing the Behaviour

The pupil responsible for the bullying will be made aware that their behaviour is unacceptable.

#### 9. Consequences and Accountability

The pupil may be asked to offer a genuine apology, and appropriate consequences will be applied in line with the school's behaviour policy.

#### 10. Behavioural Support

Support will be provided to help the pupil understand the impact of their actions and to promote positive behavioural change.

#### 11. Recording and Reporting

Serious incidents will be recorded on PBS Cloud and CPOMS and shared with the



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Designated Safeguarding Lead (DSL). In such cases, parents/carers will be informed and invited to discuss the matter in school.

### **12. Monitoring and Follow-Up**

Each case will be monitored following resolution to ensure that the bullying does not reoccur.

### **13. Staff Communication**

Bullying incidents will be reviewed during staff meetings to ensure consistent practice and awareness.

### **14. Local Authority Reporting**

Any incident that meets the current reporting thresholds will be reported to the Local Authority in accordance with statutory requirements.

## **Whole-School Roles and Responsibilities**

All members of Cleaswell Hill School share a collective responsibility to recognise and respond to bullying in accordance with the school's anti-bullying policy. This includes taking appropriate and timely action whenever bullying is suspected or observed.

Everyone involved in school life - staff, pupils, governors, parents, and visitors - must actively contribute to a positive and respectful environment. This is achieved by:

- Supporting one another and fostering a culture of mutual respect.
- Acting as positive role models in behaviour and communication.
- Clearly demonstrating that bullying and other forms of unacceptable behaviour are not tolerated.
- Upholding and promoting the school's values and rules consistently.

By working together, we reinforce a shared commitment to maintaining a safe, inclusive, and supportive learning environment for all.

## **Links with other policies**

This policy should be read in conjunction with the following policies:

- Acceptable Use Policy
- E-safety Policy
- Behaviour is Communication Policy
- Complaints Procedure
- Safeguarding Policy

## **Monitoring and evaluation of the policy**

The **Headteacher** reports to the governing body and the county council on any incidents of bullying and if necessary, makes recommendations for further improvements.



## Anti-Bullying Policy

The **governing body** reviews this policy annually or more frequently if the government introduces new regulations, or they receive recommendations on how the policy might be improved.

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**Date:** Summer 2025