



Headteacher: Mr Christian Fallick

Anti-Bullying Policy

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Prepared by:	Christian Fallick
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Introduction

Imberhorne School is committed to ensuring that all students are able to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all students should know who to tell and know that incidents will be dealt with promptly and effectively.

Scope

This policy applies on school premises during school hours, on visits and trips, during any other events or occasions related to the school and any occasions where the students are the responsibility of staff. The policy applies when the students are off site on study leave or work experience. When students are travelling to and from school they are considered to be representing the school and, therefore, the policy applies. The school reserves the right to take interest and impose sanctions for any misconduct by any student at any time, beyond the bounds of the school day, week and term, where such misconduct prejudices the good order and welfare of the school, its staff and students or brings the school into disrepute

What is Bullying?

Bullying occurs when an individual or group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. It is usually persistent, is often covert and is a conscious attempt to hurt, threaten or frighten someone. Bullying impacts on its victims' attendance and attainment at school and can have a lifelong impact on some young people's lives.

DfE define bullying as behaviours that are:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation It takes many forms and can include:
 - physical assault
 - teasing



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- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)
WWW.GOV.UK (2020)

Bullying is a form of abuse and this policy should be read in conjunction with the Safeguarding Policy.

Bullying includes (here are some examples, but this list is not exhaustive):

- Physical - pushing, kicking, hitting, pinching and other forms of violence or threats or unwanted physical contact
- Verbal - name-calling, sarcasm, spreading rumours, persistent teasing
- Emotional - excluding (not talking to them, avoiding their company or asking others to avoid them), tormenting, ridiculing, humiliating or abusive comments
- Ignoring Equality - Racial (or relating to ethnicity), Sexual, Ability, Cultural - racial taunts, graffiti, gestures, sexist comments, hostile or offensive actions against lesbians, gay males or bisexual or transgender person(s) or those perceived to be lesbian, gay or bisexual, of different cultures or religions or ability
- Cyber - mobile threats via any form of social media; by text messaging, and calls; all areas of internet such as email and chat room misuse; misuse of associated technology e.g. camera and video facilities

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the “bystanders” or “accessories”. In cyber bullying, bystanders can easily become perpetrators – by passing on, or showing to others, images designed to humiliate or taking part in online polls or discussion groups. Students may not recognise themselves as participating in bullying, but their involvement compounds the misery for the person targeted. They will be made aware that their actions can have severe and distressing consequences and that participating in such activity will not be tolerated.

What makes people vulnerable to bullying?

Any child can be bullied but certain factors are known to make it more likely:

- Lacking close friends in school
- Being shy or introverted
- An over-protective family environment
- Being from a different racial, cultural or gender group to the majority
- Appearing to be different in some obvious respect
- Behaving inappropriately, being overly intrusive or being a ‘nuisance’ to others
- Possessing expensive accessories e.g. mobile phones, computer games etc
- Jealousy... where the victim is perceived to be very prominent due to a particular gift/talent (such as sport or music) or physical attraction

(Extract taken from ‘Bullying: Don’t Suffer in Silence’).



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How can it be identified?

The following areas may indicate a child is being bullied:

- Being unwilling to go to school due to illness more frequently than previously
- Being frightened to travel to or from school without supervision
- Beginning to perform poorly at school
- Becoming anxious and withdrawn
- Having significant possessions 'go missing!'
- Asking for money more regularly than normal, or stealing it
- Coming home with books/clothes torn or unexplained physical injuries
- Truanting or trying to change their usual routine
- Self-harm, attempted suicide, crying themselves to sleep
- Becoming aggressive or unreasonable
- Appearing to have low self-esteem with a lack of care about appearance

Aims

The school aims to:

- promote an anti-bullying and discrimination ethos amongst the whole school community in line with our Equality and Inclusivity work.
- ensure that students understand what bullying is, how this contravenes fundamental children's rights and know how to report any concerns relating to bullying
- provide protection, support and reassurance for those who are bullied develop the self-confidence and self-esteem of all students
- develop an effective range of emotional resilience skills for all students
- put in place and implement effective strategies (including sanctions) to ensure
- that every student, in our school, feels safe and secure

Prevention

Prevention is clearly the strategy of choice. This is addressed in a variety of ways:

- At whole school level – through events such as assemblies, tutor time, parent/carers evenings etc. when all stakeholders are informed of the school's zero-tolerance policy and the actions, which will be taken to prevent bullying taking place. Assembly time will also be used to challenge the notion that there can be innocent, neutral bystanders with regards to the issue of bullying. Our work is underpinned by our work on equality and inclusivity across the school
- "Collective Responsibility" is to be encouraged at all times. This is where everyone in our school has a responsibility to notice any anti-social behaviour and if noticed, it must be reported to an adult. By taking this action, we can all positively support each other in our community.
- At classroom level – especially through LIFE, and Tutor Time the focus will be on developing strong anti-bullying messages
- We recognise that there are particular times when students may be more vulnerable to bullying – lunch and break times and the beginning/end of the school day.



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- Arrangements will be made to ensure that at such times there is adequate supervision to reduce the risk of bullying incidents. Thrive, The Hub, The Bridge and Pastoral offices will be particularly used to provide support for students feeling vulnerable
- There are locations around the school, e.g. the courts and the field, where incidents of bullying are more likely to occur and arrangements are made to ensure that these are properly supervised or students will be forbidden access to these areas
- Students will have the opportunity to exercise their right to an opinion and contribute to the school's Anti-Bullying Policy through Student Voice
- Students have the opportunity to report any bullying behaviour through our online portal in school.
- Peer Mentors will be available for those students requiring extra support and be encouraged to organise, with our Senior Prefects and Student Voice, antibullying campaigns in school and discourage the "bystander culture"
- Stereotypical views are challenged, and students encouraged to appreciate and view positively the differences in others whether arising from race, religious beliefs, culture, gender, sexuality, ability or disability. "Embracing Diversity"
- Promoting a clear understanding (and ethos) that bullying of any kind will not be tolerated
- The school works closely with the Local Authority to ensure drivers are informed of safeguarding the young people who travel on the buses
- Students are regularly reminded about the high expectations of behaviour
- Students are also reminded to report any issue, concern or incident they witness
- Promotion of the vision and values and ethos of "Strive, Support and Success"

What should be done about it?

We would urge any victim of bullying to:

- Inform a family member, who will contact the appropriate Head of Year, or inform the school directly (Head of Year, form tutor, subject teacher, learning mentor etc). They can ask a friend to support them in speaking to a member of staff if they prefer.
- Record instances of bullying as clearly as possible. A written account, which includes dates, times, venues, witnesses and specific details, is always extremely helpful to the member of staff investigating the problem.
- Texts, screenshots and photographs sent via email, mobile phone etc. should be kept, as evidence of bullying, where possible.
- Remain calm and trust that the school will do everything possible to support any victim of bullying and work continuously until the problem has been eradicated.
- Retain a sense of dignity and self-worth.
- Be assertive when faced with others who are displaying bullying behaviour, informing the person(s) responsible that you will be reporting what has happened.

If you suspect someone is being bullied, also follow the points above, so it can be investigated.

Incident management

The school will take firm and decisive action to deal with any incident of bullying, which is witnessed by or reported to any member of staff. When a member of staff receives information, either directly or indirectly, that a student may



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have been the target of a bullying incident, this report will be taken seriously and investigated. The school will offer a proactive, sympathetic and supportive response to students who are the targets of bullying. The exact nature of the response will be determined by the particular student's individual needs and may include:

- The Head of Year, or other appointed staff member, will investigate any accusation of bullying at the earliest opportunity. In almost all cases, this will be on the day the complaint is made.
- Any allegations of bullying will be recorded by the Head of Year on Bromcom. The outcome of any investigation will also be recorded. Bromcom enables the school to monitor the number of reported cases of bullying and to evaluate the school's current procedures.
- Following an investigation and confirmation of bullying behaviour, the normal school sanctions may be applied as appropriate. If applied, these will range from detentions to exclusion in accordance with the frequency and severity of the bullying behaviour.
- We always follow up any cases of bullying by discussing matters with the victim at intervals after the original complaint has been made.
- The results of any investigations will always be discussed with the person who has raised the concern and their family.
- In most cases, the results of any confirmed case of bullying will also be discussed with the family of the student(s) who enacted the bullying behaviour.
- We will seek the support and guidance of the school counsellor and outside agencies as appropriate.
- Reassurance that the student targeted is not responsible for the behaviour of the student bullying
- strategies to prevent further incidents

For the student who has shown bullying behaviour

Imberhorne School takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable those who have behaved in a bullying manner to behave in a more acceptable way. We will educate those involved in the bullying behaviour, taking steps to change the attitude and behaviour of the student who has shown bullying behaviour, as well as ensuring access to any help that they may need. We will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary, they will be applied consistently and fairly. These sanctions may include: detention, a period of time in the Bridge, alternative offer 12-5pm or internal or external fixed-term suspension. In the case of persistent bullying, the student, who has behaved in this way, may face permanent exclusion from the school.

What if I feel the situation is not resolved?

There is a clear line of communication for parents or students to follow. We would urge parents not to 'leapfrog' different levels of responsibility.

The points of contact are as follows:

- Level 1 - Form Tutor
- Level 2 - Head of Year
- Level 3 - Head of Key Stage



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- Level 4 – Deputy Headteacher
- Level 5 – Headteacher
- Level 5 - Chair of Governors

You should expect an acknowledgement of your communication within 48 hours of sending. We will aim to resolve the situation as soon as is practicable, and certainly within 15 working days of you highlighting the issue.

Links to other policies

Behaviour for Learning Policy

Safeguarding Policy