

Anti-Bullying Procedure

The Eden School



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The Eden School

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Anti-Bullying Procedure 2024-2025

All staff must have access to this procedure and sign to confirm that they have read and understood its contents.

- **Date of last review:** October 2024
- **Author:** Headteacher, The Eden School
- **Date of next review:** September 2025
- **Owner:** Board of Governors

- **Approval:** The Eden School Board of Governors
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1. Statement of Intent

At **The Eden School**, we believe in prevention as the key to handling bullying effectively. By promoting an ethos where the entire school community understands that bullying is completely unacceptable, we can create a safe and supportive learning environment. This policy, alongside **The Eden School's Behaviour Policy**, is designed to ensure that all students, staff, and parents understand that bullying will not be tolerated.

Why we need an Anti-Bullying Procedure:

Bullying can severely affect a student's ability to learn and can leave lasting psychological impacts. Our goal is to promote a secure and happy environment where everyone feels safe. By embedding a strong anti-bullying culture, we reinforce our school's mission to foster kindness, respect, and compassion across the community.

2. Review of this Procedure

2.1 This procedure will be reviewed annually in line with our safeguarding policy, with the input of stakeholders including students, parents, carers, teachers, support staff, governors, volunteers, and contractors at The Eden School.

2.2 Data from the monitoring and recording of bullying incidents, including cases where no incidents have been reported ('nil returns'), will be analysed by the Senior Leadership Team (SLT) and shared at Board of Governors meetings. The results will inform further revisions to the policy.

3. Aims of this Procedure

3.1 The primary aim of this Anti-Bullying Procedure is to ensure that students can learn in a supportive, caring, and safe environment free from fear of bullying. Bullying is antisocial behaviour and affects everyone; it is unacceptable and will not be tolerated.

3.2 Our objective is to create a positive ethos where attending **The Eden School** is a fulfilling and secure experience for all members of the school community.

3.3 The procedure makes it clear that all forms of bullying are unacceptable at **The Eden School**. It encourages everyone to report any incidents of bullying, knowing that their concerns will be taken seriously and acted upon.

3.4 We aim to handle each incident of bullying in a way that is fair, sensitive, and effective, considering the needs of all involved, to reduce and prevent bullying from reoccurring.

3.5 We commit to supporting victims of bullying and ensuring that they are listened to and supported.

3.6 Students who display bullying behaviour will be given guidance to help them change their attitudes and behaviour, recognising the need for personal growth and understanding.

3.7 We liaise closely with parents/carers, staff, and external agencies where appropriate to ensure a comprehensive approach to reducing and preventing bullying.

3.8 Our school community takes shared responsibility for actively working to reduce bullying. This includes students, staff, and parents being equipped to identify and respond to incidents.

4. Objectives of the Procedure

4.1 **Ownership** – To ensure that everyone in our school community, including students, parents, and staff, has ownership of and commitment to the school's Anti-Bullying Procedure.

4.2 **Listening Systems** – To maintain and develop effective listening systems for students and staff, ensuring that bullying is reported and addressed promptly.

4.3 **Staff Engagement** – To ensure that all staff are involved in dealing with bullying incidents effectively and promptly.

4.4 **Training** – To equip staff with the skills, information, and resources necessary to prevent and manage bullying.

4.5 **Involvement of the Wider Community** – To involve all members of the school community, including non-teaching staff, volunteers, and parents, in identifying and addressing bullying.

4.6 **Communication** – To communicate clearly and effectively with parents/carers and the broader school community about our anti-bullying measures and procedures.

4.7 **Recording and Monitoring** – To ensure that all incidents of bullying are recorded and monitored on the school's systems (e.g., SIMS or another platform), so that data can be used to identify patterns and inform future action.

4.8 **Supporting Safeguarding** – To ensure that bullying incidents, particularly those involving safeguarding concerns, are flagged appropriately and recorded in line with safeguarding protocols.

4.9 **Emotional Health and Wellbeing** – To promote emotional health and wellbeing across the entire school, ensuring that all students feel safe, respected, and supported in all situations.

5. Definition of Bullying

5.1 **Bullying** is defined as deliberately hurtful behaviour, repeated over time, where it is difficult for the person being bullied to defend themselves. Bullying can take various forms, including:

- **Emotional:** Excluding, tormenting, or being unfriendly (e.g., hiding belongings, threatening behaviour).
- **Physical:** Hitting, kicking, pushing, or using violence.
- **Racist:** Racial taunts, gestures, or graffiti.

- **Sexual:** Unwanted physical contact or sexually abusive comments.
- **Homophobic/Biphobic/Transphobic:** Bullying based on sexual orientation or gender identity.
- **Verbal:** Name-calling, sarcasm, spreading rumours, or teasing.
- **Cyberbullying:** Misuse of technology, such as social media, emails, texts, or videos to harass, threaten, or humiliate.

5.2 Bullying differs from occasional fallouts, name-calling, or arguments, which are a normal part of childhood development. Children must learn how to handle conflicts and mend relationships. However, bullying is a pattern of behaviour that must not be tolerated, and this distinction is essential to effective management of incidents.

5.3 **Bullying as Abuse:** Bullying is a form of abuse and should never be dismissed as ‘banter’ or ‘part of growing up.’ Peer-on-peer abuse, including sexual bullying, must be handled with serious consideration.

6. Practice and Procedures

6.1 Statutory Duty

The Principal and Senior Leadership Team at The Eden School have a legal duty to establish clear anti-bullying procedures in compliance with the Keeping Children Safe in Education (KCSIE) 2024 guidance. All staff, parents, and students will be made aware of the procedures for preventing and dealing with bullying.

6.2 Prevention of Bullying

At **The Eden School**, all members of the community are responsible for promoting an anti-bullying ethos by:

- **Supporting one another** – Ensuring all students and staff feel respected.
- **Modelling positive behaviour** – Staff and students must demonstrate appropriate behaviour and attitudes.
- **Encouraging open dialogue** – Students should feel comfortable reporting any concerns.
- **Adhering to school rules and values** – The school community must work together to uphold the shared values and rules that help prevent bullying.
- **Training and awareness** – Regular training will be provided to ensure staff can identify and act on all forms of bullying.

6.3 Response to Bullying Incidents

If bullying is suspected or reported, the following steps will be taken:

- **Immediate action** – A staff member will deal with the incident as soon as it is reported.

- **Investigation** – A full investigation will be carried out, involving all parties, and documented using the school’s internal systems (e.g., SIMS).
 - **Parental Involvement** – Parents/carers of both the victim and the perpetrator will be informed and involved as necessary.
 - **Sanctions and Support** – Appropriate sanctions will be applied, but support will also be offered to both the victim and the bully to promote positive behavioural change.
 - **Follow-up** – Monitoring will ensure the bullying does not recur and that both parties are supported.
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7. Remote Learning and Cyberbullying

In the event of remote learning, **The Eden School** will continue to ensure students are protected from bullying. Staff will be trained to manage and identify online bullying, with specific attention paid to safeguarding and acceptable use of technology.

8. Equality Impact Statement

The Eden School is committed to ensuring that this procedure does not discriminate, directly or indirectly. Regular reviews and consultation will assess the impact on equality, ensuring compliance with the Equality Act 2010.

9. Useful Links and Supporting Organisations

- **Anti-Bullying Alliance** – www.anti-bullyingalliance.org.uk
- **NSPCC** – www.nspcc.org.uk
- **Childline** – www.childline.org.uk
- **UK Safer Internet Centre** – www.saferinternet.org.uk