Anti-Bullying Policy 2026-27

Approved by: Trustees ~ March 2026

Review Date: March 2027

Version 1.0

CLEEVE SCHOOL
AND SIXTH FORM CENTRE OF EXCELLENCE

Key Contact Personnel

Nominated Members of Staff Responsible for the policy:

Liam Edwards: Deputy Head

Designated Safeguarding Lead:

Liam Edwards

CLEEVE SCHOOL
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ANTI-BULLYING POLICY

We strongly recognise that as a community we should do all we can to prevent bullying and, when it occurs, deal with it effectively and robustly, without fear or favour. Cleeve School is committed to providing a caring, friendly and safe environment for all of our students so they can learn in a purposeful and secure atmosphere. Bullying is contrary to the values held at Cleeve School, and will not be tolerated in any form. Every member of the Cleeve community has the right to feel and stay safe and bullying prevents this. Every member of Cleeve School (adult and student) also has a responsibility to eradicate any type of bullying from our community. Bullying is unacceptable in whatever form it takes and will be assertively challenged at Cleeve School. Being a passive by-stander to bullying is also unacceptable and will be strongly challenged and sanctioned.

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.'

Bullying can be physical, verbal or indirect. It can happen at any time in and out of school. Bullying is harmful to all those involved and can affect not only young people, but also adults who can be subjected to threatening or intimidating behaviour.

Bullying and peer-on-peer abuse can also take the form of the following (however this list is not exhaustive):

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, writing graffiti, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films, up-skirting, sexting and sexual violence etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion.
- Indirect - Can include the exploitation of individuals .

Such incidents can take place on school site, virtually or physically off-site. Regardless of 'location', Cleeve School will take these matters extremely seriously and will sanction bullying behaviours.

A bullying incident can also take the form of a Hate Crime. A Hate Incident/Crime is defined as:

"Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by hostility or prejudice." (College of Policing 2014) If a criminal offence has been committed the Incident becomes a Hate Crime.

All forms of prejudice-motivated bullying will be taken seriously and dealt with equally and firmly (Equality Act 2010). Prejudice targeted in a hate crime is not exclusive to but may take the form of: sex; disability; race; religion, faith or belief; gypsy, roma and traveller; sexual orientation and transgender identity; LGBTQ+; age; gender; circumstance eg Young Carer, looked after children and alternative subcultures, eg homeless.

Bullying Offsite:

Incidence of bullying occurring anywhere off the school premise, such as on school or public transport, outside the local shops or in a town or village centre will be investigated and acted on. In cases where actions could be construed as criminal or posing a serious threat to a member of the public, police will be informed.

As a school we aim to:

1. Be a community where everyone feels safe and happy
2. Fully support those students who are being bullied
3. Understand the reasons why people bully and work to change their behaviour, whilst never accepting their behaviours
4. Be a school that prides itself on its anti-bullying culture
5. Create a sustainable anti-bullying culture that is embedded and known, not one driven by 'one-off' moments
6. Work towards eradicating all-forms of bullying from our community
7. Fully engage with all stakeholders and the community at large about our anti-bullying ethos

Signs of Bullying

Parents and staff should be aware that these are possible signs and should pass on their concerns if a child:

- is unwilling to go to school
- becomes withdrawn
- regularly has clothes or books damaged
- becomes disruptive or aggressive
- starts stealing money
- is frightened to say what is wrong
- begins to do badly in school work
- runs away
- self-harms

Conflict

Conflict is different to bullying, however conflict between students can sometimes lead to bullying or can stem from bullying. Conflict can arise due to personal differences between individual students or groups of students, problems from outside school becoming interwoven with school life or from difficulties arising from the breakdown of relationships between individuals or groups of students.

There are certain preventative measures that the school will take to eradicate bullying at Cleeve School. These include:

- Create and maintain a culture in which any aspect of bullying, prejudice and hatred is not accepted and that a 'by-stander' approach is not tolerated.
- Discussing bullying and the prevention of it and their responsibilities towards this with students regularly in assemblies, tutor time and individually as necessary.

- Pursuing a robust and sustained anti-bullying campaign to ensure the ethos of the Cleeve School community is one that does not accept bullying.
- Monitoring all aspects of the anti-bullying strategy to ensure that effectiveness is tracked. This will include regularly engaging with student voice and feedback.
- Equipping, empowering and facilitating a student led anti-bullying group to discuss issues, raise awareness and provide peer support for students.
- Taking measures to reduce the opportunities for bullying to occur by monitoring student behaviour, interaction and ensuring that certain areas of the school remain out of bound and/ or well-monitored.
- Monitoring student use of ICT in school through the use of safeguarding software.
- Specifically discussing and addressing issues that arise from the misuse of social networking sites and other social media with students, staff and parents.
- Ensuring that the school's processes for monitoring incidents of bullying and, or hate crimes are fit for purpose and that the statistics and cause/ actions are closely tracked.

If bullying occurs Cleeve School staff will:

- Listen to all parties involved with the allegation.
- Take statements from all parties and any witnesses to understand the full details involved
- Take firm, clear action through Tutors, Heads of Learning and relevant Senior Leadership Team members, and where necessary, outside agencies, including the police.
- Inform the parents of the alleged victim and perpetrators.
- Use a variety of sanctions open to the school, depending on the seriousness of the incident and the previous behaviour record of the perpetrator. Sustained bullying will lead to fixed termsuspensions including the serious consideration of permanent exclusion.
- Keep a central bullying log to ensure that patterns of behaviour by students can be monitored and acted upon.
- Use a combination of approaches to resolve a situation.
- Communicate the outcome of the investigation to the victim of bullying and the perpetrator
- Support victims of bullying to build their self-confidence and their ability to stand up to bullying through a variety of methods, without ever making them feel that the 'issue' is with them.
- If appropriate, use Restorative Justice to resolve the issue for the two parties and allow them to move forward positively. However, this should never replace a sanction, if a sanction is warranted.

Cleeve School also recognises that the prevention of bullying is the responsibility of all members of our school community.

The Responsibilities of Staff

We expect our staff to:

- Foster in our students, self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our students.
- Discuss bullying with all classes so that every student learns about the damage it causes to both the bullied student and the bully and the importance of reporting instances of bullying.

- Be alert and vigilant to the signs and indicators of bullying.
- Listen to students who have come to them about bullying. Take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the appropriate Head of Learning/ Year for both the victim and the perpetrator.
- Follow up any complaint thoroughly about bullying from a parent and communicate back about what action they have taken.
- Deal with observed instances of bullying promptly and effectively.

The Responsibility of Students

We expect our students to:

- Entirely support and help to sustain the school's anti-bullying culture.
- Refrain from becoming involved in any kind of bullying, even at the risk of becoming temporarily unpopular.
- Intervene to protect a student who is being bullied, unless it is unsafe to do so.
- Report to a member of staff in person, through the Report Abuse button on FROG directly, via email to antibullying@cleeveschool.net or by informing a peer Anti-Bullying ambassador of any instances of bullying that they are aware have taken place.

The Responsibility of Parents

We ask parents to support the school and their children by:

- Watching for signs of distress or unusual behaviour in their children which might be evidence of bullying.
- Advising and supporting their children to report any bullying to a member of staff.
- Advising their children to refrain from retaliating to any form of bullying.
- Being sympathetic and supportive towards their children and reassuring them that parents will work with the school to ensure the right support is in place.
- Accepting that the school may sometimes seek police involvement if bullying takes place outside of school.
- Not bringing into school their own conflicts in the community with other families, that are then presented as 'bullying' and left to the school to resolve. Cleeve School will clearly act appropriately and always in the best interests of students, but it is not the school's role to intervene in family-family disputes within the locality.

School Reporting Mechanisms

The school will provide a variety of mechanisms for reporting bullying which include, but not limited to the following:

- Reporting directly to a member of staff – tutor, class teacher, Head of Learning, Student Support Leader, Student Support Manager, Member of the Senior Leadership Team.
- Report Abuse button on student facing FROG home screen
- By email to antibullying@cleeveschool.net
- Student Anti-Bullying ambassador

The Trustees will promote the monitoring and review of the school's policy in this area. The full Board monitors instances of bullying on a termly basis through a statistics report and discusses trends, responses and outcomes. The Trustees also use Quality Assurance information gathered by the Senior Leadership Team to consider views of students and parents around this issue.

Links to other Policies
The policy should be read in association with other school policies which can be viewed here

- The Behaviour for Learning Policy,
- Keeping Children Safe in Education Policy,
- Acceptable Use of the Internet Policy.

The policy also links to Keeping Children Safe in Education 2025 – click here to view.