



Blue Sky Learning

Anti-Bullying Policy

Approved by: Kirsty Burridge
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1. Policy Statement

Blue Sky Learning is committed to providing a safe, inclusive and respectful environment where all pupils can learn free from bullying, discrimination, harassment and victimisation.

We operate a zero-tolerance approach to bullying and will respond promptly, proportionately and consistently to all concerns raised.

This policy should be read alongside the Safeguarding and Child Protection Policy, Relational Policy, Online Safety Policy, SEND Policy and Behaviour Policy.

2. Legislation and Guidance

This policy is informed by:

- Education and Inspections Act 2006
- Equality Act 2010
- Human Rights Act 1998
- Protection from Harassment Act 1997
- Communications Act 2003
- Keeping Children Safe in Education (KCSIE)
- DfE: Preventing and Tackling Bullying
- DfE: Sexual Violence and Sexual Harassment Between Children in Schools and Colleges

3. Definition of Bullying

Bullying is behaviour by an individual or group that is:

- Intentional
- Repeated over time
- Intended to hurt, intimidate, humiliate or exclude
- Based on a real or perceived imbalance of power

Bullying may be:

- Physical
- Verbal
- Emotional
- Relational (social exclusion)
- Online (cyberbullying)

Bullying can be motivated by prejudice relating to:

- Disability or SEND
- Race, ethnicity or culture
- Religion or belief
- Sex or gender
- Sexual orientation
- Gender identity
- Appearance
- Family circumstances

4. Responsibilities

Headteacher

The Headteacher will:

- Ensure this policy is implemented consistently.
- Maintain records of bullying incidents.
- Monitor patterns and trends.
- Ensure staff receive appropriate training.
- Liaise with parents, external agencies and safeguarding partners where necessary.

Staff

All staff will:

- Take all reports seriously.
- Challenge bullying behaviour immediately.
- Record and report concerns.
- Support both victims and perpetrators.
- Promote a culture of respect and inclusion.

Pupils

Pupils are expected to:

- Treat others with kindness and respect.
- Report bullying they experience or witness.
- Support others to seek help.
- Follow staff guidance when concerns arise.

Parents and Carers

Parents/carers should:

- Inform the provision of concerns promptly.
- Work in partnership with staff to resolve issues.
- Support agreed actions and interventions.

5. Prevention

Blue Sky Learning actively seeks to prevent bullying through:

- Positive relationships and restorative approaches.
- PSHE and wellbeing education.
- Online safety education.
- Promotion of diversity, equality and inclusion.
- Individual mentoring and trusted adults.
- Close monitoring of vulnerable pupils, including those with SEND.

Staff remain alert to signs of bullying and child-on-child abuse and respond in accordance with safeguarding procedures.

6. Child-on-Child Abuse

Blue Sky Learning recognises that bullying may overlap with child-on-child abuse, including:

- Sexual harassment
- Sexual violence
- Harmful sexual behaviour
- Online abuse
- Hate-related incidents

All concerns will be managed in accordance with the Safeguarding and Child Protection Policy and KCSIE guidance.

7. Responding to Bullying

When bullying is reported:

1. The concern will be taken seriously and investigated promptly.
2. Pupils involved will be spoken to separately.
3. Evidence and witness accounts will be gathered.
4. Parents/carers will be informed where appropriate.
5. Outcomes and actions will be recorded.
6. Safeguarding procedures will be followed where required.

All incidents will be recorded on CPOMS and monitored by the Headteacher.

8. Consequences

Responses will be proportionate to the incident and may include:

- Restorative conversations
- Reflection and repair work
- Loss of privileges
- Behaviour support plans
- Increased supervision
- Internal sanctions in line with the Relational Policy
- In serious cases, involvement of external agencies or the police

9. Support

Support will be provided to all pupils involved.

Victims may receive:

- Regular check-ins with a trusted adult
- Emotional wellbeing support
- Safety planning
- Referral to external services where appropriate

Pupils displaying bullying behaviour may receive:

- Restorative intervention
- Behaviour support
- Mentoring
- Emotional wellbeing support
- Referral to external services where appropriate

10. Bullying Outside the Provision

Blue Sky Learning will investigate reports of bullying occurring:

- Online
- During transport
- On educational visits
- In the local community

Where behaviour impacts the safety, wellbeing or education of pupils, appropriate action will be taken.

11. Monitoring and Review

Bullying incidents will be reviewed regularly to identify patterns, trends and emerging risks.

This policy will be reviewed annually or sooner if legislation or guidance changes.