



Anti-Bullying Policy

2026-2027

Last Reviewed: September 2026

Anti-bullying Policy

Policy Statement

At Joseph Clarke School we aim to provide a safe, caring and secure learning environment for our children and young people to allow them the best possible opportunities to maximise their potential through stimulating and enjoyable learning experiences. We strive to ensure that children and young people feel safe, understand the issues relating to safety such as bullying and that they have the tools to seek support should they feel unsafe.

Bullying of any kind is unacceptable in our learning community. If bullying does occur, there is an expectation that it will be reported so that it can be dealt with promptly and effectively.

Aims:

- To encourage positive behaviour in a supportive, caring and safe environment and to prevent all forms of bullying amongst pupils.
- To demonstrate that the school takes bullying seriously and that bullying will not be tolerated.
- To support everyone in actions to identify and protect pupils who might be bullied.
- To create an environment where pupils feel they can trust and communicate to adults if they are being bullied or know about any bullying.
- To make clear the procedures for reporting concerns about bullying, including what action to take when an incident of bullying is identified.

Definition of Bullying:

There is no legal definition of bullying. However, it's usually defined as behaviour that is

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, disability, religion, gender or sexual orientation

<https://www.gov.uk/bullying-at-school/bullying-a-definition>

Our approach to anti-bullying takes into consideration not only the impact that 'true bullying' can have on our students but also how the special needs of individuals can affect their behaviour towards others. The school is committed to investigating and acting promptly and firmly to combat bullying as well as resolving any unintentional incidents that may make students feel threatened, unsafe or afraid.

Examples of bullying include:

- Emotional: being unfriendly; excluding; and/or tormenting.
- Physical: pushing; hitting; punching; kicking; and/or any use of violence.
- Verbal: name calling; sarcasm; spreading rumours; and/or teasing.
- Racial: racial taunts; graffiti; and/or gestures.
- Sexual: unwanted physical contact; and/or sexually abusive comments.
- Homophobic: because of, or focussing on the issue of sexuality or gender.
- Online / cyber bullying: text messages, emails, messenger software, internet

Bullying outside school premises

Headteachers have a specific statutory power to discipline pupils for poor behaviour when they are not on school premises and are not under the lawful control or charge of a member of school staff (this legislation does not apply to independent schools). This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops or in the community.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Prevention of Bullying:

Staff must remain vigilant about bullying behaviours. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others are maybe doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those responding to emotional problems or mental health issues which may bring about a tendency to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

We aim to prevent bullying by:

Ensuring our classrooms and curriculum activities promote mutual respect. We discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality.

Raising awareness regularly in PSHE and assemblies.

Ensuring staff are always on duty at lunchtime, around the building and playground.

Ensuring all staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.

Ensuring stakeholders including pupils and parents are made aware of the policy.

Teaching online-safety awareness to students (where appropriate) throughout the year.

Holding workshops for parents on online safety.

Ensuring all students have access to a trusted adult.

Signs of Bullying

Some children and young people may discuss with an adult that they are feeling bullied and staff will always acknowledge these feelings and investigate further. Some children may indicate through their behavioural responses that they are being bullied or are bullying another child. Adults should be aware of these possible signs (the list below is not exhaustive) and should show concern if the child or young person:

- Becomes withdrawn, anxious, or begins to lack confidence
- Begins underperforming academically
- Changes their usual routine

- Is reported by parents to cry themselves to sleep at night or has nightmares
- Changes their eating habits
- Is unwilling to go to school (school phobic)
- Is frightened of walking to or from school
- Self-harms, attempts or threatens suicide or runs away
- Becomes overly interested in another student
- Demonstrates inappropriate physical contact between themselves and a peer
- Shows signs that they are asserting themselves with vulnerable students
- Looks scared and distressed

Procedures:

1. Students, parents or staff who witness or suspect bullying behaviour must report it to a class teacher or school leader so that the situation can be dealt with promptly.
2. A member of staff will investigate the incident.
3. An account of the incident will be logged on both Behaviour Watch and CPOMS. This will be followed by conversations or meetings with parents, detailing the incidents and explaining the consequences and support given.

This may include:

- Apologising verbally or in writing and an opportunity for both individuals to repair the relationship supported by a trusted adult.
 - Behaviours may addressed through role play and PSHE lessons for whole groups of children
 - Requesting support from parents and other professionals eg CAMHS, social care
 - Internal exclusion
 - Fixed period suspension
 - Permanent exclusion
 - The involvement of Metropolitan Police (if a crime has been committed)
4. The children involved will be monitored closely by all staff and supportive strategies put in place.
 5. All incidents of bullying will be reported to the Governing Body.

Prevention

We aim to promote positive interactions between children through:

- A structured PSHE curriculum that incorporates social skills development and emotional literacy tailored for all students
- Regular staff training on recognising and addressing bullying, including understanding behaviour linked to disabilities
- Personalised interventions, such as Well Being Plans, social stories and positive reinforcement strategies
- Taking part in the national anti-bullying week in November
- Writing/listening to stories or poems or drawing pictures about bullying
- Having discussions about bullying and why it matters

We support pupils who have been bullied by:

- Offering immediate opportunities to discuss the experience with a trusted member of staff
- Providing mediation between both pupils
- Giving reassurance and continuous support
- Helping to restore self-esteem and confidence through one to one support
- Working with parents
- Endeavouring to give all students the communication skills needed to report any form of bullying

We support pupils who have bullied others by:

- Discussing events and their behaviour with a member of SLT
- Providing mediation between both pupils.
- Working with the class teacher or other professionals to resolve the behaviour.
Working with parents
- Completing a functional analysis and putting proactive measures into place.
- Supporting students to manage their own behaviour and to find replacement behaviours

Associated policies and procedures:

- Behaviour Policy
- Safeguarding Policy
- Online Safety Policy
- SEND policy

Monitoring and evaluation of the policy

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

If you are worried about bullying and would like advice or support, the following organisations are able to help:

Childline 0800 11 11 www.childline.org.uk/Bullying

Kidscape 020 7730 3300 www.kidscape.org.uk

NSPCC 0808 800 5000 www.nspcc.org.uk

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