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Company Registration Number: 10745840 (England and Wales)

Ethos College

Anti-Bullying Policy

July 2026

1	Summary	Anti-Bullying Policy			
2	Responsible person	Diane Parkinson			
3	Accountable ELT member	Rebecca Smith			
4	Applies to	All Staff			
5	Trustees and/or individuals who have overseen development of this policy	Rebecca Smith			
6	Headteachers/Service Heads who were consulted and have given approval (if applicable)	N/A			
7	Equality impact analysis completed	Policy Screened	Y/N	Template completed	Y/N
8	Ratifying committee(s) and date of final approval	Senior Leadership team			
9	Version	2.1			
10	Available on	Every	Y	Trust Website	Y
				Academy Website	Y
				Staff Portal	Y
11	Related documents (if applicable)	Positive behaviour policy			
12	Disseminated to	All directly employed Ethos Academy Trust staff			
13	Date of implementation (when shared)	July 2026			
14	Date of next formal review	June 2029			
15	Consulted with Recognised Trade Unions	N/A			
16	Adopted by Ethos Academy Trust following consultation	N/A			

Date	Version	Action	Summary of changes
30/03/2023	1.0	Policy Created	Creation of Policy
30/06/2026	1.1	Policy Review	Rewrite of policy

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1. Statement of Intent

All pupils within Ethos College have the right to feel safe and confident in our school community; we aim to provide a safe, secure, caring environment where everyone is valued and respected equally. Ethos College will promote tolerance, respect and understanding throughout all aspects of the curriculum, PHSE lessons, nurture breakfast discussion topics and the wider nurture-based approach that permeates a pupils' school day.

Ethos College, as part of Ethos Academy Trust, has a responsibility to respond to incidents of bullying and to emphasise to staff, pupils, their parents/carers, and all other stakeholders the Trust's commitment to thoroughly investigate all incidents of bullying so that all pupils can enjoy a safe learning environment. Bullying, harassment, and violence are never tolerated.

To this end, Ethos College will:

- Fulfil their statutory responsibility to respect the rights of children and to safeguard and protect their welfare
- Address any incidents of bullying through the implementation of Ethos Academy Trust's policies and procedures
- Raise awareness among staff, pupils, parents/carers and wider stakeholders about the issue of bullying to create an environment where bullying is seen as unacceptable
- Be proactive in the prevention of bullying and demonstrate to bullies that their behaviour is unacceptable and reassure victims that action will be taken to keep them safe
- Make staff, pupils, parents/carers and wider stakeholders aware of what actions to take when an incident of bullying has occurred, including access to current training to ensure best practice
- Accurately record all incidents of bullying and monitor the effectiveness of strategies implemented when bullying has occurred
- Address all bullying behaviour in a fair manner in line with the behaviour policy and provide guidance and support so that they can moderate their behaviour
- Ensure that victims of bullying are fully supported by trusted adults within the school environment.

2. Aims

The aims of this policy are to:

- Promote a culture of kindness, respect and inclusion.
- Prevent all forms of bullying.
- Ensure pupils understand what bullying is and how to report it.
- Provide clear procedures for responding to bullying incidents.
- Support pupils who have experienced bullying.
- Support and educate pupils who display bullying behaviours.
- Monitor and evaluate incidents to improve practice.

3. Definition of Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another, where there is an imbalance of power.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over time
- Difficult for the victim to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding others, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, or any use of violence
Prejudice-based and discriminatory, including: Racial Faith-based Gendered (sexist) Homophobic/biphobic Transphobic Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic or perceived difference
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, sharing of nude or semi-nude images and/or videos (including AI-generated pseudo-images), or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social media, messaging apps, gaming platforms, or via images, audio, video, or AI-generated content. Cyberbullying may occur at any time, inside or outside school.
Note: Some incidents of harmful behaviour may constitute child-on-child abuse. In such cases, the school will follow its Safeguarding and Child Protection Policy, in line with Keeping Children Safe in Education Prejudice-based or discriminatory behaviour may be treated as a hate crime and, where appropriate, reported to the police. Sexual bullying may be classified as sexual violence or sexual harassment and will be managed through safeguarding procedures in line with the school's safeguarding policy.	

Details of our school's approach to preventing and addressing bullying are set out in this policy.

4. Roles and Responsibilities

Trustees

Trustees will:

- Ensure systems are in place to address bullying effectively.
- Hold leaders to account for implementation.

Headteacher

The Headteacher will:

- Promote a whole-school anti-bullying culture.
- Ensure all allegations are investigated appropriately
- Monitor incidents and identify patterns.
- Ensure staff receive relevant training.

Staff

All staff will:

- Model respectful behaviour.
- Challenge bullying behaviour immediately.
- Report and record concerns.
- Support pupils affected by bullying.
- Work with families where necessary.

Pupils

Pupils are expected to:

- Treat others with kindness and respect.
- Report concerns about bullying.
- Support peers who may be experiencing bullying.
- Avoid bystander behaviour.

5. Preventing Bullying

We will promote positive relationships through:

- A strong personal development and PSHE curriculum.
- Drop down days.
- Anti-Bullying Week activities.
- Peer mentoring and pupil leadership opportunities.
- Staff training.
- Positive behaviour systems and rewards.
- Education regarding online safety and responsible use of technology.

6. Reporting Bullying

Bullying can be reported by:

- Pupils
- Parents/carers
- Staff
- Visitors

Reports may be made through:

- Speaking to a trusted member of staff.
- Safeguarding or pastoral systems.
- Email or written communication.

All reports will be taken seriously.

7. Responding to Bullying

When bullying is reported, the school will:

- Listen carefully to all parties.
- Record concerns appropriately.
- Investigate promptly and fairly.
- Inform relevant staff and parents/carers where appropriate.
- Put immediate measures in place to keep pupils safe.
- Take appropriate action to stop further bullying.
- Monitor the situation.

Responses may include:

- Restorative conversations.
- Interventions.
- Behaviour support plans/Risk Assessments.
- Increased supervision.
- Internal sanctions.
- Suspension in severe or repeated cases.
- Referral to external agencies where necessary.

8. Supporting Pupils

Support for Pupils Experiencing Bullying

The school will:

- Provide a trusted adult.
- Offer pastoral support.
- Develop safety plans where appropriate.
- Monitor wellbeing.
- Work closely with families.
- Refer to external agencies if appropriate

Support for Pupils Displaying Bullying Behaviour

The school recognises that pupils who bully may also need support. We will:

- Identify underlying causes.
- Provide restorative opportunities.
- Support the development of social and emotional skills.
- Involve parents/carers.
- Implement behaviour interventions as required.

9. Cyberbullying

Cyberbullying is taken seriously and may be investigated even when it occurs outside school if it affects members of the school community.

The school may:

- Examine evidence provided.
- Work with parents/carers.
- Involve external agencies where appropriate.
- Apply school sanctions when behaviour impacts school life.

Pupils are encouraged to:

- Save evidence.
- Block and report abusive users.
- Avoid responding to abusive messages.
- Report concerns immediately.

10. Recording and Monitoring

The school will maintain records of:

- Allegations of bullying.
- Investigations and outcomes.
- Actions taken.
- Support provided.

11. Safeguarding

Some bullying incidents may constitute a safeguarding concern. Where bullying:

- Causes significant emotional harm,
- Involves exploitation,
- Contains discriminatory elements,
- Involves sexual harassment or abuse,
- Includes threats of violence.

Staff will follow the school's Safeguarding and Child Protection Policy and refer concerns to the Designated Safeguarding Lead as appropriate.