

The Vine Schools

(Christian Malford, Seagry and
Somerfords' Walter Powell)



Anti-Bullying Policy

1. Statement of Intent

At The Vine Schools, we are committed to providing a safe, caring, and inclusive environment where every member of our school community feels respected and valued. Bullying of any kind is unacceptable and will not be tolerated. All pupils have the right to learn and play free from fear or intimidation, and all adults have a responsibility to ensure this happens.

Our vision, *“Growing together in belief, knowledge, and wisdom,”* underpins our approach to relationships and behaviour. We work together with pupils, staff, parents, and the wider community to ensure that kindness, respect, and dignity are central to all we do.

This policy is informed by the following Government guidance and legislation:

- **DfE: Preventing and Tackling Bullying (2017)**
- **Keeping Children Safe in Education (2025)**
- **Behaviour in Schools: Advice for Headteachers and Staff (2022)**
- **Education and Inspections Act (2006), Section 89** – duty to promote good behaviour and prevent bullying
- **Equality Act (2010)** – duty to prevent discrimination, harassment, and victimisation

2. Aims of this Policy

- To ensure that pupils, parents, and staff understand what bullying is and how it will be dealt with.
- To provide a clear framework for prevention, reporting, recording, and responding to incidents of bullying.
- To promote positive relationships based on our school values of respect, trust, resilience, compassion, and honesty.
- To equip pupils with strategies to stand up against bullying and support one another.

3. Definition of Bullying

Bullying is **the repetitive, intentional hurting of one person or group by another**, where there is an imbalance of power. It can be physical, verbal, emotional, online, or indirect.

Types of bullying may include:

- **Physical:** hitting, kicking, taking belongings.
- **Verbal:** name-calling, insults, threats, racist, sexist, or homophobic comments.
- **Emotional:** spreading rumours, exclusion, intimidation.
- **Online (cyberbullying):** misuse of social media, messaging platforms, images, or emails.
- **Prejudice-based:** targeting someone because of race, religion, gender, disability, family circumstances, or other differences.

4. Prevention

The Vine Schools are committed to creating a culture where bullying is less likely to happen. We do this by:

Whole-School Culture

- Embedding our three school rules: **act safely, be ready, show respect** in all areas of school life.
- Promoting our Christian vision and values in assemblies, curriculum, and displays.
- Using positive behaviour management strategies that reward and celebrate kindness, respect, and cooperation.
- Having visible, approachable staff in key areas of the school (e.g. playgrounds, corridors).

Curriculum and Education

- Delivering regular PSHE and RWV lessons on respect, empathy, diversity, and resilience.
- Marking Anti-Bullying Week, Safer Internet Day, and NSPCC Speak Out, Stay Safe campaigns annually.
- Teaching pupils how to report concerns and seek help confidently.
- Providing opportunities for role-play, stories, and discussion to explore the impact of bullying.

Pupil Voice and Leadership

- Empowering pupils through Worship Council, Head Pupils, and all children to promote inclusion and respect.
- Encouraging peer support systems and “buddy benches” to reduce loneliness and isolation.
- Involving pupils in developing class charters and anti-bullying pledges.

Working with Parents and Carers

- Communicating our behaviour and anti-bullying expectations clearly to parents.
- Offering guidance on supporting children with friendships and online safety at home.
- Involving parents quickly and constructively if concerns arise.

Staff Development

- Providing annual training on recognising, preventing, and responding to bullying.
- Sharing good practice across The Vine Schools to ensure consistency.
- Equipping staff with restorative approaches to repair relationships.

5. Responding to Bullying

When bullying is reported, we will:

1. **Listen carefully** to all parties involved.
2. **Record the incident** accurately using CPOMS.
3. **Investigate promptly** and gather facts from pupils, staff, and parents where appropriate.
4. **Take proportionate action**, which may include:
 - Restorative conversations.
 - Behaviour interventions and monitoring.
 - Involvement of parents/carers.
 - Appropriate sanctions in line with the behaviour policy.
5. **Support the victim** to feel safe and rebuild confidence.
6. **Support the perpetrator** to understand the impact of their actions and make positive changes.
7. **Monitor the situation** to ensure the bullying has stopped.

6. Roles and Responsibilities

- **All staff:** Model respectful behaviour, take all reports seriously, record and act promptly.
- **Headteachers and Leadership Team:** Ensure policy is implemented, monitor records, and report to governors.
- **Governing Body:** Review and challenge the effectiveness of the school's anti-bullying approach.
- **Parents/Carers:** Support the school in addressing bullying, encourage children to speak out, and model positive behaviour.
- **Pupils:** Treat others with respect, report bullying, and support peers who may be at risk.

7. Monitoring and Review

- Bullying incidents will be logged and monitored by the leadership team.
- Data will be analysed to identify patterns, inform practice, and report to governors.
- This policy will be reviewed annually with input from pupils, staff, and parents to ensure it remains effective and relevant.

8. Linked Policies

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy
- Equality and Diversity Policy