SIR JAMES SMITH'S SCHOOL
Our young people invest in their futures

Sir James Smith's School

ANTI-BULLYING POLICY

2026/2027

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1. Purpose

• To ensure that all students can learn in a safe, respectful, and inclusive environment free from bullying.

• To promote our Telling Culture in which bullying is not tolerated, and where all members of the school community understand that reporting (Telling) is valued, supported, and expected.

• To set out clearly what bullying is, how to report it, how incidents are investigated, and how victims and those who bully are supported.

2. Rationale

Positive relationships between students, staff and parents/carers are of the utmost importance to our learning community because every child matters.

All students and staff have the fundamental right to work in a safe, respectful, and supportive environment. Our proactive approach fosters education for students, their parents/carers/carers, and staff, empowering them to build and maintain healthy, positive relationships with one another.

Our anti–bullying work, undertaken in conjunction with the Anti-Bullying Alliance aims to change attitudes to bullying as well as to behaviour.

Bullying will not be tolerated at Sir James Smith's School. The school community has a responsibility to safeguard all its members and ensure a secure, supportive environment for learning.

This policy should be considered in conjunction with the Safeguarding Policy, specifically Child on Child abuse and also the Sir James Smith's Behaviour Policy.

3. Scope

This policy applies to all students, staff, volunteers, visitors, and any other community members in the school. It covers:

• Bullying in school time and on school premises.

• Bullying on journeys to and from school.

• Bullying outside school but where it affects the student within school (including online / social media).

• Bullying of staff by students, students by staff, and child-on-child bullying.

4. Aims and Objectives

We are committed to providing a caring, friendly and safe environment for all of our community, enabling wellbeing and a positive learning experience. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should feel safe and encouraged to speak out against it and know that incidents will be dealt with promptly and effectively.

This policy looks to support staff, students and parents/carers in their understanding of Sir James Smith's School ethos, and our approach to eradicating bullying from our community.

This policy aims to:

- Ensure that all staff, students, and parents/carers understand what bullying is.

- Ensure all staff know the school policy and proactive when bullying is reported.
- Ensure all students and parents/carers understand the policy and procedure and know what to do if bullying arises.
- Reassure students and parents/carers that bullying reports will be taken seriously, and support will be provided.

In response to the Equality Act 2010 we have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

5. Definitions

Bullying is any behaviour by an individual or group that is:

• Repeated over time

• Deliberate and hurtful (physically or emotionally);

• Imbalance of power: the bully may have physical or social power, or exploit vulnerability or group behaviour;

• Includes, but is not limited to:

o Verbal (name-calling, insults, threats)

o Physical (hitting, pushing, damaging property)

o Emotional/social (exclusion, spreading rumours, deliberately ignoring or isolating someone)

o Cyberbullying (messages, images, social media, phones, etc.)

o Prejudice-driven bullying (race, religion, gender identity, sexual orientation, disability, background etc.)

6. Principles

- **Telling Culture:** Students are encouraged, and will be supported, to speak up if they are being bullied or if they witness bullying. Reporting is not "telling tales" but doing the right thing.
- **Fairness and Support:** Both victims and those accused will be treated fairly. The priority is to stop the bullying, repair harm, and restore wellbeing.
- **Zero Tolerance:** Bullying in any form is not acceptable.

7. Roles and Responsibilities

Who	Responsibilities
Students	• Refuse to take part in bullying • Be an active part of our "Telling Culture" • Tell a trusted adult (Teacher, Tutor, Pastoral or Safeguarding team) if they are being bullied or see bullying happening. • Support peers who are being bullied; do not be a bystander.
Staff	• Act promptly on any reports of bullying. • Create a classroom environment based on respect and model positive behaviour. • Participate in training to recognize the signs of bullying. • Ensure all students know how to report bullying.
Ambassadors/Equality Alliance/Peer Support	• Be visible and approachable . • Help encourage "telling Culture" among peers. • Work with staff to raise awareness and prevention.
Senior Leadership/Safeguarding Team	• Oversee the implementation of this policy. • Ensure all incidents are handled correctly. • Review bullying data on a termly basis to spot trends and intervene. • Communicate with parents/carers when appropriate. • Oversee the implementation of a PSHE curriculum which incorporates anti-bullying education and values of respect and kindness with the curriculum. • Oversee wider curriculum opportunities focusing on anti-bullying, positive behaviour, respect, tolerance, and equality.

8. **Reporting ("Telling") Procedures**
    - There must be multiple pathways for reporting, to suit different situations and comfort levels (face to face, telephone or via email tellus@sirjamessmiths.cornwall.sch.uk)
    - Students may report bullying by speaking to any trusted adult in the school (teacher, tutor, Pastoral Leader, Anti-Bullying mentor, Safeguarding Team).
    - Reports should be treated seriously, confidentially, and without delay.
    - No student who reports bullying in good faith will be penalised or made to feel responsible.

9. Investigation and Response

• On receiving a report, staff will:

1. Listen: Hear the student, gather facts from all involved.
2. Document the incident promptly.
3. Assess risk: is there immediate danger? Is this a safeguarding issue?
4. Intervene: take steps to ensure the victim's safety; stop ongoing bullying.

• The process will be fair, consistent, and proportionate. Possible actions include:

1. Mediation or restorative practice
2. Warnings to the bully and/or parents/carers
3. Sanctions in accordance with Behaviour Policy
4. Referral to external agency or pastoral support
5. In serious cases, exclusion or external agency involvement

A plan will be put in place for support of the victim, including monitoring and checking in, and for the bully, including helping them to understand impact and to change behaviour.

The aim of these actions are to:

1) Reassure the victim that prompt and direct action has been taken.
2) Seek a genuine apology from the bully/bullies.
3) Action of other consequences where required.

10. **Prevention and Education**
    • Regular Assemblies, PSHE sessions on bullying, kindness, respect, empathy and digital citizenship.
    • Anti-Bullying Week and other awareness days.
    • Cross-curricular, for example Black History Month and LGBTQ+ History Month
    • Workshops, peer mentoring, student leadership opportunities.
    • Restorative education for prejudicial incidents by the Equality Alliance Lead.
    • Visible displays around the School promoting "Telling Culture "and what constitutes bullying and weekly reminders, how to report bullying in the Tutor Notices.
    • Training for all staff (teaching and non-teaching) on recognising, preventing and dealing with bullying

11. **Recording, Monitoring and Review**
    • All bullying incidents will be recorded in a central system by the Safeguarding /

Pastoral team.

• Incidents that involve protected characteristics are also reported to the Equality Lead to support restorative intervention.

• Incidents that involve protected characteristics are also reported to Cornwall County Council through an online form.

• Data will include what happened, who was involved, where and when, actions taken, outcomes.

• Regular review of this data to identify patterns (e.g. particular times, locations, forms of bullying, groups affected).

• Feedback from students, staff and parents on how the policy is working through student voice surveys.

• Policy to be reviewed at least annually, or earlier if needed (e.g. due to changes in law or significant incidents).

12. **Parent / Carer Involvement**

• Parents/carers will be informed when their child is involved (both as victim or bully) as appropriate.

• Guidance given to parents/carers on how to talk about bullying, how they can support their child, and when to contact the school.

• Collaboration between home and school to ensure consistent messages and support for the student.

13. **Links with Other Policies**

This policy should be read alongside:

• Safeguarding and Child Protection Policy

• Behaviour Policy

• Online Safety Policy

• Equality, Diversity & Inclusion Policy

• Suspensions & Exclusions Policy

14. Legislative links

This policy has been produced in alignment with the following policies:

- *Preventing & Tackling Bullying (2017)*
- *Keeping Children Safe in Education (2025)*
- *Equality Act (2010)*

15. **Review and Amendments**

• This policy will be reviewed annually by the Pastoral / Safeguarding and Senior Leadership Teams.

• Student and staff voice will be considered in the review (surveys, forums).

• Amendments will be approved by the designated authority (Senior Leadership).

16. Here are some other useful links if you would like further support;

Childline: https://www.childline.org.uk/

National Bullying Helpline: https://www.nationalbullyinghelpline.co.uk

The Diana Award: https://diana-award.org.uk

Just Like Us: https://www.justlikeus.org/