Our Rock Academy

Anti-bullying Policy

" A nurturing, ambitious and inclusive school where every child feels known, valued and connected."

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Version Control

Date	Revisions

Resilience, Ownership, Creativity and Kindness

Purpose

This policy outlines how Our Rock Academy prevents, identifies and responds to bullying, including cyberbullying and prejudice-related bullying.

This policy is informed by:

- Preventing bullying (DfE)
- Keeping Children Safe in Education 2026
- Equality Act 2010

Responsibilities

The Deputy Headteacher has overall responsibility for the implementation and monitoring of this policy.

All staff are responsible for:

- promoting positive relationships
- identifying and responding to bullying concerns
- recording and reporting incidents appropriately
- supporting pupils involved.

Parents and carers are expected to work in partnership with the school to support pupils and promote respectful behaviour.

The school has a child-friendly version of this policy which is shared in accessible formats appropriate to pupils' communication and learning needs.

Definition of bullying

Bullying is behaviour by an individual or group, **repeated over time**, that intentionally hurts another person physically or emotionally.

Bullying may include:

- physical bullying
- verbal bullying
- emotional bullying
- online/cyberbullying
- prejudice-related bullying

Prejudice-related bullying may relate to race, religion or belief, disability, SEND, sex, sexual orientation, gender identity or family circumstances.

Bullying is recognised as a form of peer-on-peer abuse and will always be taken seriously.

School Ethos

Our Rock Academy is committed to creating a safe, respectful and inclusive environment where bullying is not tolerated.

We recognise that pupils with SEND may be more vulnerable to bullying and may experience difficulties with communication, emotional regulation or social understanding. These needs will be considered carefully when investigating concerns and determining appropriate support and responses.

The school recognises that bullying may take place both inside and outside of school, including online. Concerns occurring outside school will still be taken seriously where they affect the safety, wellbeing or education of pupils within the school community.

The school will respond promptly to concerns, support pupils involved and work closely with families to prevent bullying and promote positive relationships.

Responding to bullying

The following steps may be taken when dealing with incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for those involved – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- A senior leader will gather accounts from those involved in a way that meets each pupil's communication needs and takes account of any safeguarding concerns.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

- A senior leader will follow up with the pupils involved to check that the bullying has stopped and that the support provided is working.

Cyberbullying

Cyberbullying will be treated as seriously as any other form of bullying.

The school will:

- investigate concerns promptly
- support pupils involved
- work with families and external agencies where appropriate
- request removal of harmful online content where possible
- apply sanctions in line with the Behaviour Policy.

Pupils will be taught how to stay safe online and how to report concerns.

Supporting pupils

Pupils involved in bullying incidents will receive appropriate support and guidance.
Support may include:

- pastoral support
- restorative conversations
- work with families
- education around relationships and behaviour
- support from external agencies where appropriate.

Sanctions may also be applied in line with the school's Behaviour Policy.

Prevention

The school promotes a culture of kindness, respect and inclusion through:

- positive relationships
- PSHE and pastoral education
- online safety education
- pupil voice
- staff training
- anti-bullying awareness activities
- clear reporting systems.

Pupils are encouraged to report concerns and are taught, in ways appropriate to their age, understanding and communication needs, how to recognise bullying, seek help and stay safe.

The school works in partnership with parents and carers to address concerns and support pupils appropriately.

Monitoring and Review

The Headteacher and Designated Safeguarding Lead (DSL) will monitor the implementation of this policy through the review of bullying incidents, safeguarding and behaviour records, pupil and parent feedback, and staff observations. Findings will be used to identify trends, inform improvements and ensure the policy remains effective.