



Policy Name	Anti-Bullying Policy
Policy No.	NA02
Date Written	14.03.24
Date to Review	14.05.26
Author	Anthony Merriman
Cross Reference	<ul style="list-style-type: none"><li>• Behaviour Policy</li><li>• Child Protection Policy</li></ul>

Contents	
1	Aims and Principles
2	Definition of Bullying
3	Cyberbullying
4	Dealing with Incidents & Sanctions
5	Recording and Reporting
6	Monitoring & Evaluation

## 1. Aims and Outcomes

New Avenue School aims to provide a safe and supportive environment free from any threat or fear to support the personal development, achievement, and welfare of all pupils.

Our objectives include:

- Creating a safe and calm environment for learning.
- Raising awareness of bullying and its impact.
- Defining clear procedures for responding to bullying incidents.
- Embedding preventative strategies across the school.
- Ensuring compliance with statutory safeguarding obligations.

This policy aligns with:

- KCSIE 2024 (Keeping Children Safe in Education)
- Equality Act 2010 (Protected Characteristics Compliance)
- Education Act 2011 (Search & Confiscation Law)
- DfE Cyberbullying Monitoring & Filtering Standards
- Ofsted Behaviour & Attitudes Framework

## 2. Definition of Bullying

Bullying is defined as:

*“The repeated use of deliberate behaviour or aggression with the intention of hurting, emotionally and/or physically, other people either directly or indirectly.”*

This includes:

- Verbal aggression (name-calling, sarcasm, spreading rumours).
- Physical aggression (pushing, hitting, kicking, spitting).
- Threats and intimidation, including online harassment.
- Emotional aggression (exclusion, tormenting).
- Discrimination based on protected characteristics (race, gender, disability, sexual orientation, etc.).

### 3. Cyberbullying

New Avenue School complies fully with KCSIE 2024's enhanced requirements for filtering and monitoring online activity. We have real-time monitoring in place to detect and report inappropriate online activity, ensuring the immediate escalation of concerns to the DSL.

Through the Education Act 2011, staff have the legal authority to search, confiscate, and, in limited cases, delete inappropriate materials from electronic devices where there is a reasonable suspicion of harm. Any such action will be taken under the oversight of the DSL and Headteacher.

### 4. Dealing with Incidents & Sanctions

New Avenue School adopts a tiered response to bullying:

- Stage 1 – Investigation, sanctions, restorative support.
- Stage 2 – Increased supervision, parental meetings, potential police involvement.
- Stage 3 – Internal exclusion or separation of bully and victim.
- Stage 4 – If bullying persists, the school will consider a managed move or permanent exclusion, in consultation with the Local Authority, social workers, and parents/carers.

Where appropriate, restorative conversations will be facilitated between the victim and perpetrator to rebuild relationships. This will be conducted by trained staff in a structured, trauma-informed manner to ensure safety and effectiveness.

### 5. Recording & Reporting

All safeguarding concerns related to bullying are logged on CPOMS. Behaviour incidents, including bullying, are tracked on our internal behaviour log.

Persistent trends will be tracked and monitored termly.

Findings will be reported to governors and Ofsted (if requested), ensuring a data-driven approach to tackling bullying.

All victims of bullying will receive follow-up support, which may include pastoral mentoring, counselling referrals, or regular check-ins with staff to ensure well-being and prevent recurrence.

### 6. Monitoring and Evaluation

Weekly data reviews will be conducted to analyse patterns, identify high-risk areas, and adjust interventions accordingly.

An annual safeguarding audit will be conducted to evaluate policy effectiveness and implement improvements where necessary.

Ongoing staff training will be provided to ensure legal compliance, enhance awareness, and reinforce best practices in bullying prevention and intervention.

The school will engage parents through parent forums, direct support when appropriate, and awareness campaigns to promote a whole-community approach to tackling bullying.

### Updates

Dates	Comments
16.07.24	Changed 'fixed term exclusion' to 'suspension'.
15.09.24	Updated with KCSIE 2024 guidance released.