

# Anti-Bullying Policy

TEAM Education Trust



**Revised Policy approved by:**

**Trust Board**

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28.02.25

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31.08.2026

**List of Associated Policies:**

TEAM Accessibility Plan  
TEAM Admissions Policy  
TEAM Behaviour Policy  
TEAM Child Protection Policy  
TEAM Exclusions Policy  
TEAM Pupil Attendance Policy  
TEAM RSE Policy  
TEAM SEND Policy  
TEAM Trips & Visits Policy  
School's individual behaviour statement

## Version History

Version	Date	Detail	Author
1	29.5.20	Original document	
2	17.5.21	Review, no further amendments	ABI/SBA/RWA
3	26.5.22	Addition of 3.7, bullet points 8 and 9 and amendment of bullet point 12, to clarify recording of incidents and the requirements of Ofsted to monitor and present information regarding the bullying of those with protected characteristics.	MMO
4	19.5.23	Section 2, replace circle time with intervention sessions where required. Section 3.3, Additional paragraph. 3.7, point 8 change schools to trust. 3.7, point 9 additional wording.	TEN
5	25.02.25	Review, no further amendments	TEN
6	28.02.25	Updated aims and Objectives – section 2 Amendments to definitions of bullying – section 3 Amendments to language – 3.4 Explicit reference to online bullying – 3.2 Removed unnecessary reference (repetition) 3.6	MMO

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## 1. Statement of Intent

At TEAM Education Trust, we are committed to providing warm, caring and safe environments for all our students so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our schools. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and students who are bullying others need to learn different ways of behaving.

At TEAM, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should feel they are able to tell someone about it, and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are an acknowledging Trust. This means that anyone who knows that bullying is happening is expected to tell the staff.

## 2. Aims and Objectives of this Policy

The aim of this policy is to try to prevent, and deal with, any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the Trust have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the Trust policy.

This will happen in the following ways:

- The Trust will meet the legal requirement for all schools to have an anti-bullying policy in place.
- All trustees, governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.
- All trustees, governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/carers will be assured that they will be supported when bullying is reported.
- Whole school initiatives (for example, staff training, celebration assemblies), proactive teaching strategies as part of PHSE (Personal, Health, Social and Economic Education) lessons, and Trust aligned curriculum approaches, such as TEAM Belonging and the Kindness Curriculum.
- Intervention sessions, as and when required, will be used throughout the school to reduce the risk of bullying incidents.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

## 3. What Is Bullying?

The Trust has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

**Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is often repeated over a period of**

time and it is very difficult for the victims to defend themselves. Bullying is mean and results in worry, fear, pain and distress to the victim(s).

### 3.1 Bullying

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

Bullying can therefore be:

- Deliberately hurtful or malicious
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include (but is not limited to):

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

It is important to understand the difference between bullying and occasional incidents where pupils have a falling out, call each other names, or when the occasional trick or joke is played. Staff should use professional judgement, but should also be mindful of repeated behaviours that may be classed as bullying.

Students sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a student's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships.

### 3.2 Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground/yard/field. Bullying may also happen on the way to and from school. In such cases, the Principals are empowered by law to deal with such incidents but must do so in accordance with the Trust policy.

Bullying can also happen online.

At TEAM Education Trust, we are concerned with our student's conduct and welfare outside as well as inside our schools and we will do what we can to

address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets
- Talk to the transport companies about bullying on school buses and in school taxis
- Talk to the Principals of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises
- Talk to children about how to keep themselves and others safe online, and the safe use of internet-enabled devices

### 3.3 Signs and Symptoms

A child may indicate, by different signs or behaviour, that they are being bullied. Adults should be aware of these possible signs and investigate further if a student:

- is frightened of walking to or from school
- doesn't want to go on the school bus/in the taxi
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

Although this list is not exhaustive the trust and school should consider any changes in behaviour a concern and will be followed up appropriately.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

### 3.4 What our Trust teaches someone who is being bullied:

Wherever you are in your school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

Strategies to support include:

- Try not to let the bully know they are making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group of familiar peers
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline.

### 3.5 What our Trust teaches someone who witnesses someone who is being bullied:

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- Call a helpline for some advice.

### 3.6 Bullying of children with Special Educational Needs

TEAM Education Trust is an inclusive Trust. We provide secure, accepting, safe and stimulating environments where everyone is valued for who they are.

We have students who have learning disabilities and/or communication difficulties. Everyone involved in our Trust are aware that these students can

be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

### 3.7 Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at TEAM Education Trust. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all students involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Staff will make sure the victim(s) is and feels safe.
2. Appropriate advice will be given to help the victim(s).
3. Staff will listen and speak to all children involved about the incident separately.
4. The problem will be identified and possible solutions suggested.
5. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
6. If possible, the pupils will be reconciled.
7. An attempt will be made, and support given, to help the bully (bullies) understand and change their behaviour.
8. All cases of bullying will be reported via the trust designated system for recording behaviour incidents.
9. Incidents of bullying, will be categorised to consider that the trust and schools are able to monitor bullying towards those with protected characteristics. As a minimum, schools will categorise any bullying falling into the categories of: racism, sexism, disability, homophobic, biphobic, transphobic.
10. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
11. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
12. Bullying incidents will be discussed regularly at staff meetings, and schools will keep and review a record of trends, including a record of incidents relating to those with protected characteristics.
13. If necessary and appropriate, the Safeguarding Lead in school, Social Care or police will be consulted.

## 4. Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Following an annual review any amendments will be made to the policy and everyone informed.

## 5. Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support that is useful.

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	<a href="http://www.actagainstbullying.com">www.actagainstbullying.com</a>
Advisory Centre for Education (ACE)	0207 704 3370	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti-bully	not available	<a href="http://www.antibully.org.uk">www.antibully.org.uk</a>
Anti-Bullying Alliance (ABA)	0207 843 1901	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Anti-bullying Network	0131 651 6103	<a href="http://www.antibullying.net">www.antibullying.net</a>
Beatbullying	0845 338 5060	<a href="http://www.beatbullying.org.uk">www.beatbullying.org.uk</a>
Bully Free Zone	01204 454 958	<a href="http://www.bullyfreezone.co.uk">www.bullyfreezone.co.uk</a>
Bullying Online	020 7378 1446	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
BBC	not available	<a href="http://www.bbc.co.uk">www.bbc.co.uk</a>
Childline	0800 1111 (helpline for children)	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Kidscape	020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a> <a href="http://www.beyondbullying.com">www.beyondbullying.com</a>
NSPCC	0207 825 2500	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Parentline Plus	0808 800 2222	<a href="http://www.parentlineplus.org.uk">www.parentlineplus.org.uk</a>
The Children's Legal Centre	0800 783 2187	<a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a>
The Office of the Children's Commissioner	0844 800 9113	<a href="http://www.childrenscommissioner.org.uk">www.childrenscommissioner.org.uk</a>
UK Government Website	not available	<a href="http://www.direct.gov.uk">www.direct.gov.uk</a>

