



Fir Vale Academy
The best in everyone™
Part of United Learning

Anti-Bullying Policy

Document Owner	Miss D Gautry
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Approved By	SIB Members

Fir Vale Academy is committed to providing a safe, caring and inclusive learning environment where all students feel **Known, Valued and Supported**. Bullying of any kind is unacceptable and will not be tolerated.

The Academy recognises that bullying can have a significant impact on a student's wellbeing, self-esteem, attendance, engagement and academic achievement. We are committed to creating a culture where students are encouraged to speak out, seek support and support others.

This policy outlines the Academy's approach to preventing, identifying, reporting and responding to bullying behaviour.

This policy applies to all individuals working for or acting on behalf of Fir Vale Academy, including employees, volunteers, sessional workers, agency staff and students.

This policy should be read in conjunction with the Academy's Behaviour Policy and Safeguarding and Child Protection Policy, which outline additional procedures and responsibilities relevant to the prevention and management of bullying. This policy aligns with Keeping Children Safe in Education (KCSIE, 2026).

This policy has been developed in line with:

- The Equality Act 2010
- Keeping Children Safe in Education (KCSIE)
- Preventing and Tackling Bullying Guidance (Department for Education)
- Working Together to Safeguard Children

Fir Vale Academy recognises its statutory duty to safeguard and promote the welfare of all students and to prevent discrimination, harassment and victimisation.

Aims

This policy aims to:

- Promote a safe and respectful learning environment.
- Prevent all forms of bullying.
- Ensure students understand what bullying is and how to report it.
- Encourage students to report concerns about bullying, whether experienced personally or witnessed.
- Respond promptly, consistently and effectively to incidents of bullying.
- Support both the victim and the individual displaying bullying behaviour.
- Promote equality, diversity and inclusion.
- Comply with statutory safeguarding responsibilities.

Definition of Bullying

Bullying is behaviour by an individual or group that is repeated over time, that intentionally hurts another individual or group, either physically or emotionally. It may involve an imbalance of power between the perpetrator and the victim. The academy uses the acronym **STOP** to help understand bullying: **Several Times On Purpose**. Bullying will not be tolerated at the academy.

Scope and Responsibility

- Bullying can occur in person or online (cyberbullying).
- All incidents will be taken seriously, investigated thoroughly, and addressed proportionately.

Reporting and Support

- Pupils and parents/carers are encouraged to report bullying promptly to staff.
- Support will be provided to victims and appropriate interventions applied to perpetrators, which may include restorative approaches, sanctions, or referrals to external agencies.
- The academy's safeguarding procedures will be followed where necessary to ensure pupil safety.

Types of Bullying

Bullying can take many forms which includes, although not an exhaustive list:

- Physical: pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal: name-calling, teasing, threats, sarcasm, taunting
- Social or relational bullying: Excluding others, spreading rumours, public humiliation
- Cyberbullying: Social media abuse, sending offensive messages, online harassment, sharing images without consent
- Prejudice based bullying: bullying related to race, ethnicity or nationality, religion, belief, disability, special educational needs, sex, sexual orientation, appearance or family circumstances

The Academy treats all incidents of prejudice-based bullying seriously and records them appropriately.

Signs and Indicators of Bullying

Staff will remain vigilant to signs that a student may be experiencing bullying, including:

- Changes in behaviour or mood
- Reluctance to attend school
- Reduced attendance
- Withdrawal from peers
- Loss of confidence
- Unexplained injuries
- Damage to personal belongings
- Deterioration in academic performance
- Emotional distress

Not all students will disclose bullying directly, and staff are expected to act upon concerns appropriately.

Prevention

Fir Vale Academy believes that prevention is the most effective approach to tackling bullying.

The Academy will:

- Promote a culture of respect and inclusion.
- Deliver education through Personal Development, PSHE and assemblies.

- Celebrate diversity and challenge stereotypes.
- Teach students about healthy relationships and respectful behaviour.
- Educate students about online safety and responsible use of technology.
- Provide opportunities for student voice.
- Promote reporting systems that are accessible and confidential where appropriate.
- Support students in becoming active bystanders who challenge bullying behaviour safely.

Reporting Bullying

Students are encouraged to report bullying to:

- A Form Tutor.
- A Head of Year.
- A member of the Pastoral Team.
- The Safeguarding Team.
- Any trusted member of staff.

Parents and carers are encouraged to contact the Academy if they have concerns that their child is experiencing bullying.

Reports may be made by victims, witnesses, parents/carers or members of staff. All reports will be taken seriously and investigated appropriately.

Responding to Bullying

All reported incidents of bullying will be investigated by an appropriate member of staff, usually the Head of Year, Pastoral Team or Safeguarding Team, and recorded on CPOMS where appropriate.

When bullying is reported, the Academy will:

- Listen to all parties involved.
- Investigate the concerns promptly.
- Gather evidence where appropriate.
- Maintain accurate records.
- Provide support for the student experiencing bullying.
- Take action to stop the behaviour and prevent recurrence.

Actions may include:

- Restorative conversations.
- Mediation where appropriate.
- Behaviour support plans.
- Parental meetings.
- Educational interventions.
- Sanctions in line with the Behaviour Policy.
- Suspension in serious cases.
- Referral to external agencies where necessary.

Any response will be proportionate to the circumstances and severity of the incident.

Supporting Students

Support for Students Experiencing Bullying

The Academy will:

- Listen to concerns.
- Provide pastoral support.
- Monitor wellbeing and safety.
- Work with families.
- Implement strategies to prevent further incidents.
- Refer to specialist support services where appropriate.

Support for Students Displaying Bullying Behaviour

The Academy recognises that students who engage in bullying behaviour may also require support.

The Academy will:

- Explore underlying causes.
- Educate students about the impact of their behaviour.
- Work with parents/carers.
- Provide targeted interventions where required.

Cyberbullying

The Academy recognises that bullying may occur online both inside and outside school.

Where online behaviour impacts a student's safety, wellbeing or education, the Academy may investigate and apply sanctions in accordance with the Behaviour Policy.

Students are encouraged to:

- Keep evidence of online abuse.
- Report concerns immediately, including to the police when necessary.
- Block and report abusive accounts.
- Seek support from trusted adults.

Safeguarding

Bullying may be an indicator of safeguarding concerns.

Where bullying behaviour involves:

- Hate-related incidents
- Child-on-child abuse
- Sexual harassment

- Sexual violence
- Prejudice-based incidents
- Online exploitation

the Academy will respond in accordance with its Safeguarding and Child Protection Policy. Appropriate referrals will be made where necessary.

Equality and Inclusion

Fir Vale Academy is committed to promoting equality, diversity and inclusion.

The Academy will not tolerate bullying related to any protected characteristic under the Equality Act 2010.

Consideration will be given to supporting:

- Students with SEND.
- Vulnerable students.
- Looked After Children.
- Students from minority groups.
- Students with protected characteristics.

Recording and Monitoring

All bullying concerns and confirmed incidents will be recorded on CPOMS and monitored by the Academy. The Safeguarding and Pastoral teams will respond to, investigate and resolve incidents of bullying.

The Academy will analyse information to:

- Identify patterns and trends.
- Monitor the effectiveness of interventions.
- Inform future preventative work.
- Ensure consistency in responses.

Monitoring and Review

The Academy will regularly evaluate the effectiveness of this policy through:

- Student voice activities.
- Behaviour and safeguarding data.
- Attendance data.
- Parent and carer feedback.
- Staff feedback.
- Review of recorded bullying incidents.

The outcomes of monitoring will be used to further improve the Academy's approach to preventing and responding to bullying.

Related Policies

This policy should be read alongside:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Attendance Policy
- Relationships, Sex and Health Education (RSHE) Policy

Fir Vale Academy is committed to ensuring that every student feels safe, valued, respected and able to thrive within a culture of Achievement, Respect, Opportunity, Togetherness, Kindness and Determination.