

BUXTON COMMUNITY SCHOOL



ANTI-BULLYING POLICY 2025

Reviewed	September 2025
Reviewed by	Alex Garner Deputy Headteacher
Next Review	September 2025

Anti-Bullying Policy

Designated Teachers: Alex Garner and Debra McDonald Webb

Designated Governor: Judy Vale

1) Objectives of this Policy

This policy outlines what Buxton Community School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

At Buxton Community School we aim to provide a safe, caring and friendly environment for all our students to allow them to learn effectively, improve their life chances and help them maximise their potential. We would expect students to feel safe in and out of school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

We believe that bullying is an unacceptable form of behaviour which is damaging not only for the victim, but also for the bully and the community in which it occurs. We are actively seeking to counter and discourage bullying.

Our actions will be based on a developing awareness and understanding of the issues surrounding bullying. Our response must inform and involve all members of the school community, particularly students and teachers, but also all other adults that share in the life of the school.

The school is committed to developing and implementing effective strategies for identifying actual and potential instances of bullying, and for dealing with all incidents involving bullying. It also requires the development and effective delivery of materials through the programme for Personal, Social and Health Education.

We want Buxton Community School to be a school where bullying is a rare occurrence and where it is always dealt with effectively when it does occur.

2) Our School Community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.

- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

3) Definition of Bullying

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally and involves an imbalance of power”. (DfE “Preventing and Tackling Bullying”, July 2017)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

4) Distinguishing Bullying from One-Off Incidents

It is important to differentiate between bullying and one-off incidents. While both are taken seriously, bullying is characterised **by repeated, intentional harm and a power imbalance**. A one-off incident may involve conflict or inappropriate behaviour but does not meet the threshold of bullying. Such incidents are addressed through pastoral support and behaviour management strategies. The school will record one-off Child on Child incidents and escalate them to ‘Bullying’ as appropriate.

5) Forms of Bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic and biphobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology –“cyberbullying”

6) Preventing, Identifying and Responding to Bullying

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop students’ social and emotional skills, including their resilience.
- Provide a range of approaches for students, staff and parents/carers to access support and report concerns.

- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create “safe spaces” for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

7) Dealing with Incidents

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the appropriate member of the Pastoral team and the Head of Pastoral Care will log this as a bullying incident on the school’s Safeguarding Reporting Platform.
- The member of staff dealing with the incident will interview all concerned and will record the incident
- Teachers/Form Tutors will be kept informed
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. There may be occasions where the police will need to be involved to enable the service provider to look into the data of another user.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated, and that appropriate action is taken in accordance with the school’s behaviour and discipline policy.
- Parents/carers will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, the police or other local services will be consulted

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of the Pastoral team
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Reassuring the student and providing continuous support
- Restoring self-esteem and confidence
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Students who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support
- If online, requesting content be removed and reporting account/content to service provider
- Sanctioning in line with school behaviour/discipline policy. This may include official warnings, detentions, removal of privileges, fixed-term and permanent suspensions.
- Speaking with police or local services

Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designed lead and/or a senior member of staff/headteacher
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated, and that appropriate action is taken in accordance with the school's behaviour and discipline policy
- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

8) Involvement of Students

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all students know how to express worries and anxieties about bullying.
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.

- Involve students in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Develop the role of 'Well Being Ambassadors' within the school to raise awareness of anti-bullying and mental health and well-being.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.

9) **Liaison with Parents and Carers**

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for students, both on and offline.

10) **Links with other School Policies and Practices**

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaints Policy
- Safeguarding and child protection policies
- Confidentiality Policy
- e-Safety (Online Safety) and Acceptable Use Policies (AUPs)
- Curriculum Policies such as PSHE and citizenship and computing
- Mobile phone policies
- Searching and confiscation

11) **Links to Legislation**

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006

- DfE (Independent School Standards) (England) Regulations 2014
- The Equality Act 2010
- Power to tackle poor Behaviour Outside School

12) Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Students to abide by the policy.

The named Governor with lead responsibility for this policy is: **Judy Vale**

The named member of staff with lead responsibility for this policy is: **Alex Garner**

13) Monitoring & Review, Policy into Practice

This policy was approved by the Governing Body on: 2023 and reviewed annually, last on 01

September 2025 This policy will be monitored and reviewed on: 01 September 2026

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Signed



Chair of Governors

Date: 1 September 2025

Signed



Headteacher

Date: 1 September 2025

General Principles of Actions for Those Dealing with Bullying

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

Buxton Community School have an experienced, caring and committed Pastoral Care Team. Students who are struggling know who to go to if they are unhappy and/or feel they are being bullied.

APPENDIX 1.

- Pick up all incidents quickly. Investigations should begin on the same day that the bullying is reported.
- Treat every report of bullying seriously and investigate fully.
- Talk to other adults who are involved so that they are aware of how the problem is being dealt with.
- Allow all the children involved to express their views and perceptions of the problem. (All parties involved should be interviewed separately. Students can then be asked to confirm their stories and clarify any discrepancies.).
- Ensure firm, consistent handling.
- Disapprove of the behaviour, not the child.
- Inform/involve parents.
- When dealing with bullying behaviour rely upon natural justice rather than relying heavily on consequences. Opportunities should be offered for the bully to make amends. However, detentions, sub-exclusions and exclusions may all form a part of a successful strategy to deal with a particular situation.
- Counselling for both the victim and the bully may be required. If a student is a victim of persistent bullying then an action plan should be drawn up. We will always provide feedback to the victim on what has been done.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be logged on Provision Map Meetings log. Incidents of bullying will be logged on the school's safeguarding software.

- Written records will be kept of incidents, and victims of long-term bullying will be encouraged to keep a written log of their version of events.
- A log of bullying incidents will be kept as part of our electronic recording system (Provision Map).
- All students involved in a bullying incident, ie perpetrators, victims and witnesses, should be monitored over time to ensure that the bullying behaviour is not repeated.

The policy will be reviewed and updated annually.

Strategies to Reduce Bullying

As part of our on-going commitment to the safety and welfare of our students we at Buxton Community School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

The school will continue to adopt a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies. Including:-

- Restorative approaches - accessible pastoral support via Progress Teams. Early intervention
- Well-Being Ambassadors
- Anti-Bullying week
- PSHE/RSE activities throughout the year
- Specific curriculum input on areas of concern such as Cyberbullying and internet Safety
- Assemblies
- Anti-Bullying Working Group (to include teachers, students and parents)
- Student voice
- Termly audit of bullying incidents reported to Governors
- Parent groups / parent evaluations
- Peer mentoring schemes
- Supervised outdoor and indoor spaces at social time
- Befriending Scheme
- Parent information events/information
- Staff training and development opportunities for all staff
- Outside agencies providing training, group sessions for our students
- Counselling and/or mediation schemes
- Anger Management support
 - Co-operative group work
 - Peer mediation.
 - E-Help support via email.
 - Peer Mentoring activities – including transition work and drop-in.
 - Anti-bullying surveys
 - Self-esteem workshops and nurture groups.
 - ELSA support
 - Dedicated email address to report bullying incidents: stopbullying@buxton.derbyshire.sch.uk

Links with other policies

Anti-Bullying Policy

Behaviour Policy

Safeguarding and Child Protection Safeguarding Policy

Acceptable Use Policy – Online Safety Policy

Equalities Policy - Race, Sexist, Sexual, Transphobic, Homophobia, SEN and Disability

Confidentiality Policy

LGBTQ+ Policy

APPENDIX 1

The Designated Safeguarding Lead is
The Deputy Designated Safeguarding Lead is

Mrs A Garner (Assistant Headteacher)
Mrs C Gelsthorpe (Assistant Headteacher)

Members of staff who take responsibility for Pastoral Care and Safeguarding are:

Alex Garner	GNR	Deputy Headteacher and DSL (Designated Safeguarding Lead) agarner@buxton.derbyshire.sch.uk
Charlie Holam	HLN	Assistant Headteacher for Behaviour and Expectations and Deputy DSL
Julie Woods		Family Resource Manager and Deputy DSL
Debra McDonald-Webb		School Counsellor
Steph Reddy	RDY	SENCo
Jackie Cruse	CRS	Director of Progress Sixth Form
Claire O'Brien	OBR	Director of Intervention and Designated Teacher for Looked After Children
Greg Smith	SMI	Director of Progress
Jess Lomas	LMS	Director of Progress
L Ingham	ING	Director of Progress
Rebecca Hall	RHal	Learning Mentor – Sixth Form
Debbie Birkin	BKN	Head of Pastoral Care
Jane Walters	WLT	Head of Pastoral Care
Laura Gale	GLE	Head of Pastoral Care
Denise Lowe	BSY	Head of Pastoral Care
Caroline Siddons	SDN	Head of Pastoral Care