



Aspire Anti-Bullying Policy

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Policy reviewed by	Executive Headteacher, Aspire Trustees Ratified by Trustees
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1. Purpose and context

Bullying is an anti-social behaviour which can affect staff and pupils and may result in mental, emotional and physical abuse. It is not acceptable and will not be tolerated in Aspire. Every child and young person has the right to be safe and feel safe and to work in an environment of mutual trust and respect.

All staff share the responsibility to safeguard and promote the welfare of all our pupils in line with the Aspire Safeguarding and Child Protection Policy.

We share an objective to help keep children and young people safe by providing an environment where they feel valued and respected, comfortable, relaxed and secure. We recognize our responsibility to safeguard and promote the welfare of our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying.

We are vigilant in identifying children and young people who are suffering or likely to suffer significant harm, and take appropriate action with the aim of making sure they are kept safe, both at home and in the education setting in line, with the Aspire Risk Assessment for Student Wellbeing Policy.

We believe that:

- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Ensure children and young people are safe and feel safe
- Ensure that children and young people are growing up in circumstances consistent with the provision of safe and effective care
- Prevent the impairment of children and young people's health or development
- Ensure all children and young people have a right to be free from all forms of abuse and/or exploitation
- Ensure that all children and young people have equal rights to protection from harm
- Protect children and young people from maltreatment
- Ensure that everybody recognizes their responsibility to support the care and protection of children and young people at Aspire.
- All management committee, teaching and non-teaching staff, pupils and parents/carers have an understanding of what bullying is and what they should do if bullying arises
- Pupils and parents/carers are assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

2. Scope of the policy

- Bullying of pupils by pupils within Aspire
- Bullying of staff by pupils within or outside of Aspire
- Bullying of and /or by pupils outside of Aspire, where Aspire is aware of it.

Where bullying behaviour outside the school is reported to school staff, it will be investigated and acted upon. This may include:

- Notifying the police where behaviour is believed to be criminal

- Notifying Social Services, Local Authority Designated Person or other relevant agencies/partners (see Aspire Safeguarding and Child Protection Policy)
- Notifying the home school if a student is dual registered
- Calling a multi-agency meeting to further investigate the initial incident as well as gain an understanding of contextual and social circumstances.
- Disciplinary actions and sanctions in accordance with the Aspire Behaviour Policy.

Parents/carers and pupils should be aware that under new powers, schools may discipline a pupil in response to all non-criminal bad behaviour and bullying which occurs anywhere off the school premises, which is witnessed by a member of staff or is reported to the school.

This may include:

- Any misbehaviour when the child is:
 - Taking part in any school-organised or school-related activity
 - Travelling to or from school
 - Wearing school uniform
 - In some way identifiable as a pupil at the school.
- Misbehaviour at any time, whether or not the conditions above apply, that:
 - Could have repercussions for the orderly running of the school
 - Poses a threat to another pupil or member of the public
 - Could adversely affect the reputation of the school.

All allegations about bullying of pupils by staff will be dealt with in accordance with our procedures for reporting allegations – Complaints procedure and contacting Local Authority Designated Officer (LADO).

This anti-bullying policy is linked with the following policies:

- Behaviour Regulation and Relationships Policy
- Safeguarding and Child Protection Policy
- E-safety and Acceptable Use Policy
- Whistleblowing Policy

3. Definitions

Bullying is the use of aggression or intimidation with the intention of hurting another person. Bullying results in pain and distress to the victim.

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: • Racial • Faith-based • Gendered (sexist) • Homophobic/Biphobic • Transphobic	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g., gender, race, sexuality)

Disability-based	
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

Some behaviours are defined as **dangerous and discriminatory**.

These behaviours are very serious and dealt with in line with the Aspire Behaviour Policy. They include:

- Harmful sexual behaviour; such as explicit sexual remarks, display of sexual material, sexual gestures, jokes or taunting, unwanted physical attention, comments about sexual reputation or performance, inappropriate touching or interfering with clothes
- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
- Racist, sexist, homophobic or transphobic discrimination.
- Online sexual harassment, such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content.
- Theft

Aspire recognises the need to respond to all signs, reports and concerns of child-on-child sexual violence and sexual harassment, including those that have happened outside of the school. We recognise the potentially criminal level of such abuse, and do not consider it “banter” or “just growing up.” All victims will be reassured that they are being taken seriously and that they will be supported and kept safe.

All staff at Aspire maintain an attitude of ‘it could happen here’ and look out for the indicators of abuse. They understand that this is especially important when considering child-on-child abuse.

At Aspire we recognise and understand the scale of harassment and abuse likely to be present with in our school community and know that even if there are no reports it does not mean it is not happening, it may be the case that it is just not being reported. Our reactive PSHE curriculum is used to challenge incidence of sexual violence and sexual harassment to ensure that it does not become normalised behaviour. Children with SEND are also three times more likely to be abused than their peers.

Any incidents of child-on-child abuse will be dealt with in line with the Aspire Safeguarding and Child Protection Policy.

4. Roles and responsibilities

The Executive Headteacher/CEO will:

- be responsible for implementing the policy and will be the link person with the Local Authority
- present an annual report to the Trustees, with information regarding, reported concerns, pupils involved, actions taken and outcomes
- review the Policy annually.

Heads of School or Services will:

- be responsible for the implementation of this policy with their school or service
- take all concerns seriously
- investigate up on any concerns raised by staff
- deal with the person being bullied in line with the Aspire Behaviour Policy.

Teaching and behaviour staff will:

- discuss “What is Bullying” with pupils and make sure that they know what to do if they are victims of bullying
- encourage pupils to share strategies to prevent bullying, e.g., a buddy system
- be alert to signs of bullying
- take all concerns seriously and report to the Head of School or Service to investigate
- have strategies to help pupils who are bullying to understand and change their behaviour

Parents/carers will:

- be encouraged to report concerns regarding bullying and will be given procedures prior to the admission of their child.

5. Steps for reporting bullying

Self-referral by pupil or concerned person:

- Pupil or concerned person will ask for a meeting with a teacher or preferred member of staff. The concern should be discussed and the pupil or concerned person should be reassured that the incident will be taken seriously and investigated.
- Strategies for the pupil to keep themselves as safe as possible should be discussed.
- The staff member will record the incident on CPOMS and alert the Head of School or Service.

If a member of staff observes an incident of bullying, they should:

- Reassure the child or young person and ensure that they feel safe and that they will be heard.
- Avoid using the language of “victim” and/or “perpetrator” as not everyone who has been subjected to bullying considers themselves a victim, in some cases the behaviour will have been harmful to both parties
- Not promise confidentiality and explain that information putting them at risk must be shared to keep them safe
- Not ask leading questions
- Talk to the child or young person about what is going to happen next, listen to their view on how that should happen and adhere to that where possible and appropriate.
- Make notes about what has been said as soon after the discussion as possible to ensure accuracy.

The member of staff must log their concern:

- On CPOMS, alerting the lead DSL, as soon as is practicable and at least at the end of the school day
- If the concern is such that it may need to be dealt with urgently, for example there is a chance that a student should not be allowed to go home after school, the member of staff must find a member of the DSL team and talk to them in person.

The DSL and or the Head of School or Services must take appropriate action to follow up in line with the Aspire Safeguarding and Child Protection Policy and/or the Aspire Behaviour Policy.

6. Support

Pupils and staff who have been bullied will be supported by:

- Giving them the opportunity to discuss the incident/s
- Giving reassurance that the bullying is being addressed
- Offering an open door for support to restore confidence
- The use of specialist support, if needed or requested.

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why they became involved through individualised learning – reactive PSHE sessions
- Understanding and discussing ways to improve and change their behaviour
- Working with parents/carers to help change the attitude of the pupil
- The use of specialist interventions, and referrals to other agencies where appropriate.

7. Sanctions

Sanctions will be applied on a case-by-case basis and will be in line with the Aspire Behaviour Policy. They may include:

- Warnings
- Exclusion from certain areas of the building
- Exclusion from rewards
- Short or long term suspension
- Permanent exclusion

Parents who are concerned about bullying should:

- Resolve through discussion with the Head of School or Service
- If a parent is still unhappy after discussion, they may follow the Aspire formal complaints procedure (Details can be found on our website)
- Where the bullying takes place outside of Aspire, parents will be asked to work together with staff in addressing their child's behaviour
- Referral of the family to external support agencies will be made where appropriate.

Preventative measures:

- Effective Anti-bullying policy
- Raise awareness through the curriculum, pastoral time, form time
- Schemes of work which develop empathy and emotional intelligence (PSHE)
- Participate in national and local initiatives

- Pupils actively involved in producing 'Aspire Behaviour Expectations'
- Displaying 'Aspire Behaviour Expectations' in classrooms and corridors
- Incidents treated seriously and dealt with immediately

8. School policies

This policy should be read in conjunction with the:

- Aspire Behaviour Regulation and Relationships Policy
- Aspire Safeguarding and Child Protection Policy
- Aspire Risk Assessment for Student Wellbeing Policy

9. Help organisations

Advisory Centre for Education (ACE)	https://www.ace-ed.org.uk/ 0300 0115 142
Childline	https://www.childline.org.uk/ 0800 1111
KIDSCAPE Parents helpline	https://www.kidscape.org.uk/ 07496 682785
Youth Access	https://www.youthaccess.org.uk/
Anti-bullying Alliance	https://anti-bullyingalliance.org.uk/tools-information/advice-and-support