The Bishop of Hereford's Bluecoat School

Anti-Bullying Policy

SLT Lead: Deputy Headteacher for Safeguarding, Welfare & Behaviour in Collaboration with the BHBS Anti-Bullying Ambassadors

Governor Committee Approval: Behaviour & Safety

Review Date: September 2027

The school's vision

Jesus said: "I have come that they may have life, life in all its fullness." This serves as the cornerstone of our school community. By fostering a culture of positive learning experiences rooted in core Christian values, we aim to equip our students for a life of resilience, fulfilment, and meaningful contribution to society.

This policy supports our school vision and ethos.

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1.Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying behaviour of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are an informing school. This means that anyone who knows that bullying behaviour is happening is expected to tell the staff and be an upstander.

This policy has been written and reviewed by the school's Anti-bullying Ambassadors.

2.What Is Bullying behaviour?

Bullying behaviour is the use of aggression with the intention of hurting another person. Bullying behaviour results in pain, discomfort, and/or distress to the target. Bullying behaviour is a choice. Bullying is repeated, negative behaviour that is intentional to make the target feel upset, uncomfortable or/and unsafe.

Bullying behaviour can be:

- **Physical** - e.g., pushing, kicking, hitting, punching or any use of violence
- **Indirect** - e.g., cyber-bullying, intimidation, damaging other people's property
- **Verbal** - e.g., racist, homophobic, sexist, ableist slurs used at all. Swearing and insulting others

3.Why is it Important to Respond to Bullying Behaviour?

Bullying has a long-lasting negative effect on the target. No one deserves to be a target of bullying behaviour. Everybody has the right to be treated with respect and equality.

We know it can be difficult, but we all have a responsibility to be *upstanders*. If, students are aware of bullying behaviour, they should report it to a member of staff at school or a trusted adult. Anti-Bullying Ambassadors are trained to deal with bullying behaviour, however all bullying incidents will always be reported to member of BHBS staff.

4.Objectives of this Policy

- All governors, staff, students and parents/carers should have an understanding of what bullying behaviour is.
- All governors and staff should know what the school policy is on bullying, and follow it when bullying behaviour is reported.
- All students and parents/carers should know what they should do if bullying behaviour arises.
- As a school we take bullying behaviour seriously. Students and parents/carers should be assured that they will be supported when bullying behaviour is reported.
- Bullying behaviour will not be tolerated and will always be investigated.

5.Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (Scolionophobia)

- 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 do poorly 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 perpetrator)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Socially isolates themselves
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

6.Procedures

1. Report bullying incidents to staff members or Anti-Bullying Ambassadors to then be reported to staff.
2. Form Tutor or Head of House or Pastoral Mentors will investigate and will always take appropriate action (see outcomes) with the aim of stopping the bullying as quickly as possible.
3. Following investigation, if deemed necessary incidents will be recorded by staff and placed on file.
4. Appropriate sanctions will be used.
5. In all cases parents/carers will be informed and in some cases will be asked to come in to a meeting to discuss the problem.
6. If necessary and appropriate the police will be informed.

7.Outcomes

1. A genuine apology (written or face-to-face verbal) from the perpetrator(s).
2. In more serious cases parents/carers will be involved and sanctions such as detention or internal exclusion used against the perpetrator(s).
3. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
4. For persistent or very serious cases of bullying suspensions and, in extreme cases, permanent exclusion will be considered.

Approved by the Governors Behaviour & Safety Committee at their meeting on the 12th of November 2026



Signed……

Ms C Collins - Chair of B & S