



BIRCHWOOD

CHILDREN'S SERVICES

Policy Name	Preventing Bullying
Policy Number	BWS 46 – version 3
Date implemented	October 2019
Updated	September 2025
Implemented by	DC
Review date	September 2026

PREVENTING BULLYING POLICY

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Introduction

This policy should be read in conjunction with the

- Behaviour for Learning Policy.
- Keeping Children Safe in Education, KCSIE 2025
- Preventing and tackling bullying. Advice for headteachers, staff and governing bodies, July 2017

Principles

1. Young People and staff agree that:
 - bullying involves behaviour which is deliberately hurtful, and which causes pain and distress to the victim(s);
 and that bullying:
 - can take many forms, including physical acts of aggression, threatening behaviours, stealing, humiliation, verbal abuse and cyber-bullying;
 and that bullying:
 - can take the form of directly aggressive acts or indirect behaviours including spreading rumours, social exclusion, and personal criticism.
2. Staff and young people want the service to have a safe environment in which everyone is respected, valued, and properly validated.
3. It is acknowledged that under the Equality Act 2010 the Proprietorial Body and Proprietor are required to eliminate all forms of discrimination including on the grounds of race, disability, gender, age, sexual orientation, religion or belief and gender reassignment.
4. Birchwood School acknowledges that it may need to draw on a range of stakeholders to support the young person who is being bullied and/or to tackle the underlying issue which has contributed to a child acting as a bully.

5. We acknowledge that, almost without exception, young people may have experienced bullying by peers in previous settings. While no form of bullying will be tolerated, incidents of bullying will be understood and responded to within the context of the extreme forms of distress and suffering which all our young people experience.
6. All incidents of bullying will be recorded and discussed on regular occasions to ensure that all members of staff behave in a consistent manner. This will ensure that the service properly discharges its responsibility under Section (89)5 of the Education and Inspections Act 2006 to regulate young people's conduct when they are not on the premises and are not under the lawful control or charge of a member of staff.
7. In addition, we may need to liaise with external professionals regarding incidents of bullying including for example a young person's social worker.
8. Whenever appropriate Birchwood School will work collaboratively with parents and carers in order to prevent and tackle any bullying that occurs.
9. It is acknowledged that under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is reasonable cause to suspect that a child is suffering or is likely to suffer, significant harm. In such circumstances the service will report its concerns as per the safeguarding policy
10. It is acknowledged that some forms of harassment and threatening behaviour could be a criminal offence under the Protection from Harassment Act 1997, or the Malicious Communications Act 1988, or the Communications Act 2003 or the Public Order Act 1986. If the service feels that an incident of bullying constitutes a criminal offence the police will be informed.
11. Staff are expected to establish and maintain a culture of trust in which issues and concerns, including bullying, can be openly shared and discussed among peers and among young people and staff.
12. Bullying and how to deal with bullies will be a topic that is incorporated into delivery at each site e.g. schemes of work such as PHSE or for example in discussions about literature and film or young people's forum so that it becomes a topic that can be freely discussed.
13. Appropriate resources will be used to stimulate discussion, understanding and skills.
14. Underlying all delivery will be a social and emotional component that addresses and facilitates the development of a sense of self-worth, respect and concern for others, the confidence to speak openly and the development of assertiveness skills.
15. The ethos of the school will be one of positive reinforcement with acknowledgement and validation of young people for attendance, good behaviour, effort, and achievement.

16. All members of the service are expected to be attuned to the presentation of young people and notice any changes in disposition, motivation and/or mood and be alert to any possible consequences of bullying behaviours.
17. All members of staff will receive effective training on the principles and implementation of the policy on preventing bullying as part of induction and thereafter annually as part of whole site training. This will include an evaluation of the policy's effectiveness and efficacy.

Procedure for dealing with bullying

- Every incident of bullying is expected to be reported to a member of staff
- The staff member must act immediately to ensure that the bullying behaviour and threats of bullying are stopped
- Parents/carers may be invited to discuss the incident of bullying
- Every effort will be made to help the bully understand and change their behaviour
- Every effort will be made to help the victim to learn and use assertiveness skills
- There will be an appropriate sanction for every incident of bullying.
- The bully may be excluded from attending activities with the group for a period of time
- The bully will be expected to apologise to the victim(s)
- Every effort will be made to effect a proper reconciliation between the bully and the victim.
- Whenever appropriate young people will be actively involved in discussing and resolving any incident of bullying which may arise in this school.

Recording incidents of bullying: All incidents will be recorded on the behaviour log

Monitoring of incidents: The log is monitored on a termly basis. Young people are asked about bullying and safety in general as part of the annual survey.

Reviewing History

Date	Changes made	Signature
October 2019	Ratified	GovCom
January 2022	Reviewed – no changes necessary	DC
May 2023	Reviewed- no changes	LS
March 2024	Reviewed	RH
January 2025	Changed Gov Com to Proprietorial Body (V2)	DC
February 2025	Ratified by SP	SP
September 2025	Updated KCSIE date (V3)	DC

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