Anti-Bullying Policy

Date reviewed	September 2026
Reviewed by	Headteacher
Approved by	Proprietor
Planned review date	September 2027

Eden Springs Girls Secondary is committed to providing a safe, respectful and inclusive environment in which every pupil can learn, participate and flourish. Bullying is unacceptable and will be prevented and addressed through a whole-school approach consistent with the school's safeguarding, behaviour and Islamic ethos. The policy on Anti-Bullying has been drawn up within the school's ethos of promoting positive behaviour and acting upon the teaching of The Prophet Muhammad (SAW): 'One should love for his brother that which he loves for himself'.

This policy has been updated to reflect Keeping children safe in education 2026 (KCSIE 2026), in force from 1 September 2026, and the Department for Education's current guidance on preventing and tackling bullying.

Aims

- Create an atmosphere of trust in which every member of the school community is valued, respected and protected.
- Provide a safe and secure environment in which pupils can learn without fear of bullying, harassment or intimidation.
- Prevent bullying in all its forms, including cyberbullying, prejudice-based and discriminatory bullying.
- Make reporting routes clear, accessible and safe so that pupils can raise concerns and know they will be taken seriously.
- Respond promptly, proportionately and consistently to concerns, while safeguarding and supporting everyone affected.
- Work in partnership with parents/carers and, where necessary, external agencies.
- Promote the Islamic values of compassion, respect, justice, good character and consideration for others.

Scope and related policies

This policy applies to bullying involving pupils on the school site, on school transport, on trips and visits, during school activities, and where conduct outside school or online has an impact on pupils' safety, wellbeing or the orderly running of the school.

It should be read alongside the school's Child Protection and Safeguarding Policy, Behaviour Policy, Online Safety Policy, Staff Code of Conduct, Equality and Diversity arrangements, SEND arrangements and relevant mobile phone/device procedures.

Where behaviour may constitute child-on-child abuse, sexual harassment or sexual violence, harmful sexual behaviour, or another safeguarding concern, the school's safeguarding procedures take priority and the matter must be referred to the Designated Safeguarding Lead (DSL) or deputy without delay.

Definition of bullying

For the purposes of this policy, bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. Bullying may occur face to face or online and may involve an imbalance of power, whether physical, psychological, social or otherwise.

Bullying can include physical, verbal, relational and online behaviour. It can include threatening or intimidating behaviour, name-calling, humiliation, spreading rumours, deliberate exclusion, damaging property, coercive behaviour and the use of digital communications or images to harm or distress another person.

A single incident may not meet the school's definition of bullying, but it can still be serious misconduct, harmful behaviour or a safeguarding concern and will be addressed appropriately. Staff must not dismiss harmful behaviour as 'banter', 'just having a laugh' or 'part of growing up'.

Forms of bullying and child-on-child abuse

- Cyberbullying, including through messaging, social media, gaming, group chats or other online platforms.
- Prejudice-based and discriminatory bullying, including racism, faith-targeted abuse and other forms of prejudice or discrimination.
- Bullying connected to disability, SEND, health needs, caring responsibilities, family circumstances or other characteristics or vulnerabilities.
- Physical, verbal, emotional, relational or social bullying, including deliberate exclusion and intimidation.
- Abuse in intimate personal relationships between children (teenage relationship abuse).
- Harmful sexual behaviour, sexual harassment or sexual violence between children, including behaviour with an online element. These matters are managed under safeguarding procedures and KCSIE Part Five.
- The consensual or non-consensual making or sharing of nudes or semi-nudes, including images generated or altered using artificial intelligence. Staff must follow the school's safeguarding procedures and current DfE/UKCIS guidance.
- Upskirting, initiation/hazing-type violence or rituals, and other behaviour that causes harm, humiliation or fear.

The list is not exhaustive. Staff should speak to the DSL or deputy whenever they are unsure whether behaviour is bullying, child-on-child abuse or another safeguarding concern.

Whole-school prevention

Eden Springs will use a proactive, whole-school approach rather than waiting for incidents to occur. Prevention will include:

- Teaching pupils about respectful relationships, rights, responsibilities, empathy, assertiveness, cooperation and positive conflict resolution.
- Using Islamic Studies, tutorials, assemblies, curriculum activities and age-appropriate pastoral work to reinforce good character and respect for others.
- Listening to pupils and using the School Council and other pupil voice opportunities to identify concerns and improve practice.
- Promoting anti-bullying messages through assemblies, displays, activities and annual awareness work such as Anti-Bullying Week.

- Ensuring staff understand the signs and impact of bullying and know how to report and record concerns.
- Monitoring areas, times and contexts in which pupils may be more vulnerable, including the online environment and periods immediately before or after the school day.
- Working with parents/carers and external agencies where appropriate.
- Reviewing online safety arrangements and considering emerging technology and risks, including the school's filtering and monitoring arrangements.

Reporting concerns

Pupils should be encouraged to tell a trusted adult if they are being bullied, if they have witnessed bullying, or if they are worried about another pupil. They should not be expected to deal with bullying alone.

- A pupil may report a concern to any member of staff, who must take it seriously and pass safeguarding concerns to the DSL/deputy without delay.
- Staff should listen calmly, avoid making promises of confidentiality, record the concern accurately and follow the school's safeguarding and behaviour procedures.
- Parents/carers should be encouraged to contact the school promptly if they believe a student is being bullied, including bullying that occurs outside school or online.
- Reporting arrangements should be well promoted, easily understood and accessible to pupils, including pupils who may have SEND or communication difficulties.

Responding to an allegation or incident

The school's response will be student-centred, proportionate and based on the facts and safeguarding risk. The aim is to stop the harmful behaviour, keep pupils safe, understand underlying needs and support everyone affected.

1. Take immediate steps to secure physical and emotional safety. Where there is immediate danger or a serious safeguarding concern, follow the school's safeguarding procedures and contact emergency services where necessary.
2. Report and record the concern promptly. Records should include a clear summary, actions taken, decisions made, reasons for decisions and outcomes.
3. Inform the DSL/deputy where the concern may involve child-on-child abuse, significant harm, discriminatory harm, harmful sexual behaviour, online abuse or any other safeguarding issue.
4. Make proportionate enquiries. Relevant pupils should be spoken to separately and sensitively. The school will avoid language or processes that prejudge a pupil before the facts are established.
5. Assess the needs of the pupil experiencing harm, the pupil whose behaviour has caused concern, and any other affected pupils. Support may include pastoral support, trusted-adult check-ins, reasonable adjustments, work on relationships or behaviour, and referral to specialist services where appropriate.
6. Inform parents/carers at an appropriate stage, taking account of safeguarding considerations and whether doing so could place a pupil at additional risk.
7. Apply proportionate consequences in line with the Behaviour Policy. Sanctions will be fair, consistent and reasonable, taking account of SEND, vulnerability and relevant circumstances.
8. Review the situation after the initial response and again as appropriate to ensure the bullying has stopped and that support remains effective.

Safeguarding escalation

Bullying can be a safeguarding concern. Where there is reasonable cause to suspect that a student is suffering, or is likely to suffer, significant harm, staff must follow the Child Protection and Safeguarding Policy and refer the matter to the DSL/deputy without delay.

The DSL will consider whether the concern requires Family Help/early help, referral to children's social care, police involvement, or another multi-agency response, in line with local safeguarding arrangements.

Concerns involving sexual harassment, sexual violence or other harmful sexual behaviour will be managed in accordance with KCSIE Part Five and the school's safeguarding procedures rather than being treated solely as a behaviour matter.

Support for pupils

- Pupils who experience bullying will be taken seriously, listened to and supported. They must not be made to feel that reporting has caused a problem.
- Support will be tailored to the pupil's needs and may include pastoral support, a trusted adult, adjustments to routines or supervision, work on emotional wellbeing, and referral to external services where appropriate.
- The school will consider the needs of pupils who may be particularly vulnerable to bullying, including pupils with SEND or disabilities and pupils affected by other safeguarding or welfare concerns.
- Pupils whose behaviour has caused harm will also be supported to understand the impact of their behaviour, address underlying needs and develop safer and more appropriate ways of behaving.
- Bystanders and other pupils affected by an incident will be supported where necessary.

Parents and carers

- Parents/carers are encouraged to raise concerns promptly and provide relevant information, including evidence of online bullying where safely available.
- The school will communicate with parents/carers appropriately and will explain the action that can reasonably be shared, while respecting confidentiality and safeguarding duties.
- Parents/carers are expected to work with the school to reinforce respectful behaviour and safe use of technology.

Staff responsibilities and training

- All staff are responsible for helping maintain a safe environment and for acting on concerns rather than assuming someone else will do so.
- Staff will receive safeguarding and child protection training, including online safety, in line with KCSIE and the school's safeguarding training arrangements.
- Staff should know the identity and role of the DSL and deputies and understand how to report and record concerns.
- Staff should challenge discriminatory and harmful behaviour and should not minimise abuse as 'banter' or 'just having a laugh'.

Recording, monitoring and evaluation

Bullying incidents and related safeguarding concerns will be recorded using the school's established systems. Records should be sufficiently detailed to identify patterns, repeat incidents, locations, times, types of behaviour and pupils who may need additional support.

The Headteacher, DSL and relevant leaders will monitor patterns and the effectiveness of prevention and intervention measures. Information will be used to identify emerging risks and improve practice.

The policy and its implementation will be reviewed regularly, with pupil, parent/carer and staff feedback considered where appropriate. Safeguarding policies and procedures will be updated when guidance, risks or local arrangements change.

Zero tolerance and culture

Eden Springs adopts a zero-tolerance approach to child-on-child abuse and bullying. Harmful behaviour will not be excused or normalised as 'banter', 'just having a laugh', 'part of growing up' or similar.

The school will promote a culture in which pupils feel safe to speak, staff respond consistently, and concerns are taken seriously whether or not previous incidents have been reported.

Related guidance and references

- Keeping children safe in education 2026 (DfE), in force from 1 September 2026.
- DfE: Preventing and tackling bullying, current version published/updated on GOV.UK.
- Working Together to Safeguard Children 2026.
- Equality Act 2010 and relevant duties concerning discrimination, harassment and victimisation.
- Relevant local safeguarding partnership procedures and thresholds.

This policy should be read with the school's current Child Protection and Safeguarding Policy, Behaviour Policy and Online Safety Policy. Where another statutory or safeguarding procedure applies, that procedure should be followed.