



**First
Federation
Trust**

Anti- Bullying Policy

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1. Statement of Intent

The First Federation Trust and all its schools are committed to providing a safe, inclusive and respectful learning environment where all members of the community feel valued and protected from bullying, harassment and discrimination.

Bullying is not tolerated and will be addressed consistently, proportionately and effectively. The school recognises that bullying can have a significant safeguarding impact and, in some cases, may constitute child-on-child abuse.

This policy applies to all members of the school community, including adults.

2. Legal and Guidance Framework

This policy is informed by:

- [Keeping Children Safe in Education](#)
- [DfE: Preventing and Tackling Bullying](#)
- [DfE: Behaviour in Schools](#)
- [Equality Act 2010](#)
- [SEND Code of Practice](#)
- [Working Together to Safeguard Children](#)
- [Anti-Bullying Alliance](#)
- [Relationships Education, Relationships and Sex Education \(RSE\) and Health Education, DFE](#)
- Local Authority (County) guidance on the recording and reporting of bullying and prejudice-related incidents:

[Devon](#)

[Dorset](#)

[Plymouth](#)

This policy should be read in conjunction with Trust-wide expectations and any additional local authority procedures that apply to individual schools within the Trust.

3. Definition of Bullying

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another person physically or emotionally and involves an imbalance of power. In some cases, a serious one-off incident may also be treated as bullying.

Bullying can be:

- Physical
- Verbal
- Emotional/relational
- Cyber/online
- Prejudice-based (linked to protected characteristics)

Prejudice-related incidents (PRIs)

One-off incidents motivated by prejudice are recorded, challenged, and monitored with equal seriousness, even when no ongoing bullying is identified.

4. Types of Bullying

Bullying may relate to:

Protected characteristics under the Equality Act 2010.:

- Race or ethnicity
 - Religion or belief
 - Disability
 - Sex or gender
 - Sexual orientation
 - Gender identity
 - Special educational needs
 - Appearance, family circumstance or social status
 - Other
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5. Safeguarding and Child-on-Child Abuse

Bullying may constitute safeguarding concerns and will be managed in line with the Safeguarding Policy.

This includes:

- Sexual harassment or sexual violence
- Online abuse and exploitation
- Harmful sexual behaviour
- Image-based abuse

Where appropriate, external agencies (e.g. social care or police) will be involved.

6. Roles and Responsibilities

Trustees

- Monitor policy effectiveness
- Review bullying data and trends

Head of School and Senior Leaders

- Ensure implementation and staff training
- Oversee recording and responses

Designated Safeguarding Lead (DSL)

- Leads on safeguarding responses to bullying where there is potential harm
- Liaises with external agencies
- Ensures safeguarding thresholds are applied consistently

Staff

- Promote inclusive values
- Challenge all incidents
- Record and report concerns

Pupils

- Treat others with respect

- Report concerns

Parents/Carers

- Work in partnership with the school
 - Report concerns promptly
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7. Prevention

The First Federation Trust schools adopt a whole-school approach, including:

- A positive ethos based on respect and inclusion
- PSHE/RSE curriculum addressing bullying and relationships
- Assemblies and awareness campaigns (e.g. Anti-Bullying Week)
- Pupil voice (school council, surveys)
- Staff training
- Safe reporting systems (trusted adults, worry boxes, online tools)
- Derogatory or prejudicial language will always be challenged and addressed.

Particular attention is given to vulnerable pupils, including those with SEND, who may require reasonable adjustments and targeted support.

8. Online Safety

The school recognises that bullying increasingly occurs online. The school will:

- Apply filtering and monitoring systems
 - The school will respond to bullying that occurs both in and outside of school, including online, where it has an impact on the safety or wellbeing of pupils.
 - Educate pupils on safe and responsible technology use that is age and stage appropriate.
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9. Reporting Concerns

Pupils can report concerns to:

- Any trusted adult
- School specific safeguarding reporting systems (e.g. worry boxes)

Staff must:

- Take all concerns seriously
- Record incidents on the school safeguarding system
- Report safeguarding concerns immediately

Parents can report through their child's class teacher, school office or designated safeguarding leads.

10. Responding to Bullying

All incidents will be:

- Taken seriously
- Investigated promptly
- Recorded accurately

Responses may include:

- Restorative approaches, where appropriate and safe to do so
- Support plans for the targeted pupil
- Behaviour interventions and sanctions in line with behaviour policy
- Parental involvement

Support will be provided to both the targeted pupil and the pupil displaying bullying behaviour.

11. Sanctions

Sanctions will be proportionate and may include:

- Behaviour warnings
- Loss of privileges
- Internal sanctions alongside education, reflection and support
- Suspension or permanent exclusion (for serious cases)

Responses will seek to balance accountability with support, education and relationship repair.

12. Recording and Monitoring

The school and all Trust schools will follow consistent procedures for recording, reporting and monitoring bullying and prejudice-related incidents.

The school will:

- Record all incidents on the school's safeguarding system (e.g. CPOMS/MyConcern) on the same day, including actions taken, outcomes and follow-up
- Categorise incidents accurately, including identifying bullying, child-on-child abuse and prejudice-related incidents (linked to protected characteristics)
- Ensure all prejudice-related incidents (PRIs/BPRIs) are formally logged and coded in line with Trust and Local Authority expectations
- Complete and submit required Local Authority returns within agreed timescales
 - Devon Schools: [Devon County Council BPRI Reporting Form](#)
 - Dorset Schools: Complete Appendix A and upload to school safeguarding system.
 - Plymouth Schools: Complete Appendix A and upload to school safeguarding system.
- Maintain a clear audit trail including pupil voice, staff actions, parental communication and review outcomes
- Monitor repeat incidents, locations, groups and times to identify patterns and implement preventative action
- Use data analysis termly to inform safeguarding, behaviour planning and curriculum development
- Share summary data and trends with Trust leaders and governors on at least a termly basis
- Ensure senior leaders quality assure records regularly to maintain consistency and accuracy across the Trust

Trust Leaders will:

- Review data across schools to identify Trust-wide trends and risks
- Provide guidance and challenge to ensure consistent practice
- Support schools where patterns of concern are identified

This approach ensures compliance with safeguarding duties, Equality Act monitoring requirements and Local Authority reporting expectations.

13. Supporting Pupils

Support may include:

- Pastoral support
- Counselling
- Peer support
- External agency referrals

14. Working with Parents

Parents will:

- Be informed of incidents involving their child
- Be involved in resolution processes
- Receive guidance and signposting on how to support their child

The school encourages parents to raise concerns early so that issues can be addressed promptly before escalation.

15. Links to Other Policies

This policy links to:

- Safeguarding Policy
- Behaviour Policy
- Anti-Racism Policy
- Online Safety Policy
- Equality Policy
- SEND Policy
- RSE/PHSE policy

16. Monitoring and Review

This policy will be reviewed annually or sooner if required.

Effectiveness will be evaluated through:

- Incident data
 - Pupil voice
 - Parent feedback
 - Staff feedback
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17. Equality Statement

The school is committed to promoting equality and eliminating discrimination. All incidents related to protected characteristics are taken seriously and addressed in line with legal duties.

18. Support Organisations

- NSPCC – www.nspcc.org.uk
- Childline – www.childline.org.uk
- Anti-Bullying Alliance – www.anti-bullyingalliance.org.uk
- CEOP – www.ceop.police.uk
- Anna Freud – www.annafreud.org
- Act Against Bullying - [Act Against Bullying | UK Anti-Bullying Charity For Children](#)
- Kidscape - [Help With Bullying | Bullying Advice | Kidscape](#)

Devon support Links:

[Bullying Support for Schools and Settings - Devon County Council](#)

[Education Inclusion Service: Support for Schools and Settings – Devon County Council](#)

[Ethnically Diverse Communities Directory of Services – Devon County Council](#)

[Bullying, Prejudice, and Racism Incidents Resource – Devon County Council](#)

Dorset Support Links:

[Dorset Safeguarding Children Partnership - Bullying](#)

Plymouth Support Links:

[Bullying in schools | PLYMOUTH.GOV.UK](#)