

Southover Partnership Anti Bullying Policy



Date Adopted:	October 2025
Last reviewed:	January 2026
Next review due:	January 2027

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This policy pays due regard to the equality act 2010 – including aspects of safeguarding and SEND. It is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education 2025”. The Independent Schools Standards Regulation 2015. Keeping Children Safe in Education (Sep 2025) emphasises the importance of tackling bullying (including cyberbullying) and also highlights that children with SEND can be disproportionately impacted by bullying. It emphasises the importance of tackling bullying (including cyberbullying) and also highlights that children with SEND can be disproportionately impacted by bullying. Reference has also been made to Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for school/colleges”.

This policy should be read alongside the following organisational policies:

- Positive Behaviour Policy and Principles
- Child Protection and Safeguarding Policy and Procedures
- Safeguarding and Protection Policy and Procedures
- E-Safety Policy

Aims

We expect to work in a safe and secure environment free from bullying – bullying in any form is not acceptable.

The aim of the Anti-Bullying Policy is to ensure that students and staff learn and teach in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students and staff be able to fully benefit from the opportunities available at schools.

At the Southover Partnership, we are committed to ensuring that incidents of bullying are kept to a minimum and dealt with speedily. As part of this philosophy, we work with children through our PSHE curriculum to ensure our students have an understanding of difference in our society and the need to respect others. Our staff all model open mindedness and will discuss and challenge any bullying behaviour they witness. Where appropriate, our students are offered mentoring to help them understand their rights and responsibilities.

Every member of staff has a responsibility to report any incident of bullying that comes to their attention and work towards eradicating any incidents and types of bullying in our school/college. Reports of bullying will always be taken seriously. Reports of bullying will be logged on the digital recording platform.

The aims of the school's anti-bullying strategies and intervention systems are:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour
- To react to bullying incidents in a reasonable, proportionate and consistent way
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil
- To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

Definitions of bullying

Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017.) The main types of bullying are:

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils/learners with protected characteristics)
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including misogyny or transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying in school.

School’s staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Preventative Strategies include:

- Using our extensive knowledge of pupils/learners, and strong relationships with home, to recognise any changes that might result in ‘bullying’ behaviours
- Changes to individual behaviour plans
- Talking to pupils/learners about issues of difference through dedicated events or projects
- Talking with pupils/learners about how to manage their own feelings and emotions
- Ensuring that all pupils/learners are appropriately supervised
- Ensuring that all members of staff are familiar with the policy
- Watching for early signs of distress and where pupils/learners are able to communicate, listen to what they are saying
- Ensuring that appreciation and respect for all cultures are promoted
- Ensuring that all pupils/learners have the means to communicate, where verbal communication is challenging
- Ensuring that respect and positive relationships are taught in PHSE and that we use this to challenge troubling beliefs and attitudes.
- Ensuring that teaching pupils/learners about bullying and its impact is embedded throughout the curriculum offer
- Ensuring that monitoring and filtering software is effective in protecting pupils/learners from cyber based bullying

Procedures to follow

If you experience bullying tell an adult write them a note or get your parent/carer to contact the Head of School. You can use the worry boxes to report it anonymously All incidents of bullying will be taken seriously and investigated fully.

Investigation Procedure

The person to whom it is reported will record an incident or series of incidents in a report. The report will be agreed by the victim.

The incident will be reported to the Safeguarding Lead, who will talk to the victim and the alleged perpetrator separately. If a student has carried out the bullying, the parent/carer will be informed and asked to attend a meeting with the Head of School or another senior member of staff.

When bullying occurs, the Head of School or senior member of staff will convene a meeting. The purpose of the meeting is to reiterate that bullying is not acceptable and to negotiate a way for the perpetrator to make reparation to the victim. The victim and the perpetrator will then attend a joint meeting, where possible, at an appropriate time to agree a way forward.

If further incidents of bullying are recorded, they will be thoroughly investigated, parents notified where appropriate and the pupil may be suspended for a fixed period of time in line with the Behaviour Policy. Return to school will be negotiated at a meeting convened especially to clarify expectations for the future.

All staff will be aware of The Southover Partnership's Anti-Bullying Policy and will treat all other adults and students with respect and integrity at all times as covered in the Staff Code of Conduct.

This Policy will be reviewed annually to establish its effectiveness. Bullying against protected characteristics should be recorded and monitored and reported to the trust board. This will be judged by:

- (i) number of bullying incidents reported and addressed
- (ii) the level of harmony between students and their relationship with adults
- (iii) the level of racist, sexist and homophobic verbal abuse.

This information will be reviewed by the Safeguarding committee every year.

Equal opportunities

Diversity of cultures is represented in the books, display materials and equipment used within the school/college. Activities are organised to give pupils/learners the opportunity to share in, respect and appreciate a wide range of cultures and activities. Each child's culture is recognised and treated with respect across the curriculum and where possible children are given the opportunity to share experiences and knowledge in order to raise self esteem.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk

- Young Carers: <https://carers.org/about-us/about-young-carers>
- The Restorative Justice Council: <https://restorativejustice.org.uk/restorative-practice-schools>

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS)
www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteacher/principals and school/college staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: <https://www.kickitout.org/take-action/resources>
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: <http://www.theredcard.org>

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- School/colleges Out: <http://www.schools-out.org.uk>

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk
- Disrespect No Body: <https://www.gov.uk/government/publications/disrespect-nobodycampaign-posters>
- Anti-bullying Alliance: advice for school/college staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:
<https://antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying>
Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)
- www.gov.uk/government/publications/preventing-and-tackling-bullying DfE research into anti-bullying practices: <https://www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying>