



## **Anti-Bullying Policy**

**Effective from: September 2025**

**Review Due: September 2026**

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### **1. Introduction**

This policy is informed by the Department for Education's Preventing and Tackling Bullying (2017) guidance, and also considers:

- Keeping Children Safe in Education (KCSIE) 2024
- Sexual Violence and Harassment Between Children in Schools and Colleges
- Cyberbullying: Understand, Prevent and Respond (DfE guidance)

Bullying in any form is unacceptable. When incidents occur, they will be addressed as a matter of urgency by staff. Pupils and learners are encouraged to speak up to a staff member at The Seeds of Change if they believe bullying is happening.

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### **2. Aims**

This policy sets out how The Seeds of Change will:

- Prevent bullying behaviour
- Respond promptly and effectively to reports of bullying
- Support those who are bullied and help those who engage in bullying to change
- Promote a culture of respect, tolerance, and inclusion across the community

We aim to build an environment where bullying—of learners, staff, or others—is not tolerated.

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### **3. Legal & Policy Links**

Relevant legislation and statutory instruments include (but are not limited to):

- Education and Inspections Act 2006
- Education Act 2011

- Equality Act 2010
- Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- The Human Rights Act 1998
- Data Protection Act 2018 / UK GDPR

This policy also links to our internal policies on behaviour, safeguarding, online safety, and complaints.

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#### **4. Responsibilities**

- Head of Centre: Ensures staff are aware of this policy, that it is implemented effectively, and that disciplinary measures are fair and consistent. Also ensures a senior leader is accountable for anti-bullying actions.
  - All staff, coaches, and partners: Enforce the policy, model respectful behaviour, and intervene when they witness bullying or are alerted to it.
  - Parents / carers / referring settings: Support the policy, work with us to manage incidents, and reinforce respectful behaviour.
  - Learners and staff: Adhere to this policy and be proactive in speaking up when bullying is observed or experienced.
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#### **5. Definition of Bullying**

We adopt the DfE definition:

“Behaviour by an individual or group, repeated over time, that intentionally hurts another individual, physically or emotionally.” (Preventing and Tackling Bullying)

Bullying includes, but is not limited to:

- Name-calling, taunting, mocking
- Offensive or insulting comments
- Physical assault, kicking, pushing
- Taking or damaging belongings
- Graffiti or derogatory writing
- Exclusion, spreading rumours
- Cyberbullying (online messaging, social media, gaming, etc.)

Bullying can be emotionally abusive and may constitute peer-on-peer abuse. All reports will be taken seriously, whether they happen on-site or off-site (including online activities).

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## **6. Types of Bullying Covered**

Bullying may relate to:

- Physical appearance, health, or home circumstances
  - Being or perceived to be a young carer or in care
  - Physical or mental health conditions
  - Physical bullying (hitting, pushing)
  - Emotional bullying (ostracism, ridicule)
  - Sexualised bullying / harassment
  - Technology-enabled bullying / cyberbullying
  - Prejudiced-based and discriminatory bullying linked to:
    - Race, religion, or belief
    - Ethnicity or national origin
    - Special Educational Needs or Disability (SEND)
    - Sex, gender identity, or sexual orientation
    - Pregnancy and maternity
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## **7. Ethos & Prevention**

The Seeds of Change is committed to:

- Challenging inappropriate peer behaviours
  - Promoting healthy, respectful relationships
  - Evaluating and reviewing anti-bullying policies regularly
  - Training staff in recognising, preventing, and responding to bullying
  - Paying particular attention to those more vulnerable to bullying (e.g. learners with SEND)
  - Responding swiftly and effectively when bullying is detected
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## **8. Responding to Reports of Bullying**

When bullying is reported or suspected:

1. Staff intervene immediately (or refer to a more senior staff member).

2. Ensure the target is safe and secure, providing emotional support.
  3. Record the incident via a Cause for Concern (CFC) form, noting all relevant details and next steps.
  4. Inform the Designated Safeguarding Lead (DSL), especially if there are safeguarding concerns.
  5. Collaborate with the referring setting or external agencies (e.g. social services, police) if needed.
  6. Where bullying occurs off-site (including online), respond in line with this policy and our Behaviour / Safeguarding Policies. The DSL should liaise with the DSLs of referring settings via the CFC process.
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## **9. Cyberbullying**

When we respond to cyberbullying:

- Act swiftly once the incident is reported or identified
  - Offer support to the victim
  - Record the matter using the CFC form
  - Encourage the individual to retain evidence (screenshots, messages)
  - Report to police if a criminal offence is suspected
  - Provide guidance on steps such as blocking, reporting, removal of content, or changing privacy settings
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## **10. Supporting the Victim**

For those bullied:

- Offer immediate support and reassurance
  - Provide a chance to talk to a trusted staff member or DSL
  - Encourage the person to keep evidence
  - Work with them to rebuild confidence and emotional well-being
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## **11. Working with the Perpetrator(s)**

For those who bully:

- Explore what happened, why, and its impact
- Engage referring settings to support behavioural change
- Request removal of online content where applicable

- Apply proportionate disciplinary or restorative measures, such as:
  - Warnings
  - Reflective tasks or restorative justice
  - Mediated discussion
  - In serious or repeated cases, removal from programme

The aim is corrective rather than purely punitive, wherever possible.

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## **12. Supporting Adults (Staff / Parents / Carers)**

Bullying of staff or parents by learners, other staff or external individuals will not be tolerated.

Support includes:

- Offering time to talk with DSL, senior staff, or Head of Centre
  - Advising of keeping a record of incidents
  - Reassurance and pastoral support
  - Where necessary, involving external agencies or specialist support
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## **13. Monitoring, Evaluation & Review**

- The anti-bullying policy and its implementation will be monitored regularly
  - After any substantiated incident, we will review what occurred, how it was handled, and how to improve
  - Annual policy review to incorporate lessons learned
  - The Head of Centre will be informed of incident trends and outcomes
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## **14. Cross-Policy Links**

This policy works in tandem with:

- Behaviour / Discipline Policy
  - Safeguarding & Child Protection Policy
  - Complaints Policy
  - Online Safety / Acceptable Use Policies
  - Staff Code of Conduct
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## **15. Useful External Organisations & Resources**

- Anti-Bullying Alliance — [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
  - NSPCC — [www.nspcc.org.uk](http://www.nspcc.org.uk)
  - Kidscape — [www.kidscape.org.uk](http://www.kidscape.org.uk)
  - Childnet — [www.childnet.com](http://www.childnet.com)
  - UK Safer Internet Centre — [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
  - Report Harmful Content — [reportharmfulcontent.com](http://reportharmfulcontent.com)
  - Young Minds — [www.youngminds.org.uk](http://www.youngminds.org.uk)
  - Victim Support — [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
  - EACH, Stonewall, Metro, Pride Trust (for LGBTQ+ support)
  - IWF, Internet Watch Foundation — [www.iwf.org.uk](http://www.iwf.org.uk)
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