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| <b>POLICY FOR</b>         | <b>ANTI-BULLYING</b>          |
| <b>PERSON RESPONSIBLE</b> | <b>DEPUTY HEAD (PASTORAL)</b> |
| <b>REVIEW DATE</b>        | <b>May 2027</b>               |
| <b>APPROVED BY</b>        | <b>HEADTEACHER</b>            |
| <b>APPROVAL DATE</b>      | <b>May 2026</b>               |

### **Objectives**

This policy outlines what The Malling School will do to prevent, identify and respond to bullying and child-on-child abuse. The policy has been developed through consultation with students and staff and reflects our commitment to safeguarding, inclusion and respectful relationships.

The Malling School is committed to developing a culture where bullying, harassment, discrimination, abuse and harmful behaviour are not tolerated. We are committed to ensuring all members of the school community feel safe, respected and supported.

This policy should be read alongside:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety / Acceptable Use Policy
- Equality Objectives
- Relationships, Sex and Health Education (RSHE) curriculum
- Staff Code of Conduct

### **Rationale**

At The Malling School, we strive to create a culture built around our core values of being Caring, Determined and Reflective.

Students cannot learn effectively unless they feel safe, respected and supported. We recognise that bullying, harassment and harmful behaviours can have a significant impact on pupils' emotional wellbeing, attendance, behaviour, progress and mental health.

The school recognises that safeguarding incidents, bullying and harmful behaviours are rarely isolated events. Staff maintain an "it could happen here" approach and challenge all behaviours that undermine a safe, respectful and inclusive culture.

We recognise that:

- bullying can happen to anyone
- abuse can occur both online and offline
- harmful behaviours can occur between children
- downplaying behaviours as "banter", "just having a laugh", "part of growing up" or "boys being boys" can normalise abuse and create unsafe cultures

All members of staff have a responsibility to challenge inappropriate behaviour, support victims and ensure concerns are responded to promptly, proportionately and effectively.

### **The Malling School Will**

- Promote a culture of kindness, respect and inclusion
- Regularly review and monitor anti-bullying systems and procedures
- Provide staff with safeguarding and anti-bullying training
- Ensure students understand how to report concerns safely
- Respond to all allegations sensitively but robustly
- Record, investigate and monitor incidents appropriately
- Work closely with parents/carers and external agencies when required
- Provide support for both victims and perpetrators
- Use safeguarding systems where concerns meet safeguarding thresholds
- Promote respectful relationships through assemblies, Period 1 and the RSHE curriculum
- Actively challenge discriminatory language and harmful behaviour
- Maintain strong supervision and visible staff presence throughout the school day

### **Definition of Bullying**

The Malling School defines bullying as:

“Behaviour by an individual or group, repeated over time, that intentionally hurts another individual physically or emotionally.”

Bullying may include:

- name-calling
- intimidation
- taunting
- mocking
- threats
- exclusion
- spreading rumours
- physical aggression
- theft or damage to belongings
- discriminatory language
- online harassment
- sharing images or messages intended to cause harm or humiliation

Bullying can occur:

- face to face
- online
- inside or outside school
- through social media, group chats, gaming platforms or messaging apps

The school recognises that harmful behaviour frequently occurs both online and offline simultaneously.

### **Forms of Bullying Covered by this Policy**

This policy covers all forms of bullying including:

- Child-on-child abuse
- Cyberbullying
- Prejudice-based and discriminatory bullying
- Racist bullying

- Religious discrimination
- Sexist bullying
- Sexual harassment and sexual violence
- Homophobic, biphobic and transphobic bullying
- Bullying related to disability or SEND
- Bullying related to appearance or health conditions
- Bullying linked to home circumstances, including looked after children or young carers
- Friendship and relationship issues
- Online harassment and image sharing

The school will actively challenge discrimination linked to protected characteristics including:

- race
- religion
- disability
- sex
- sexual orientation
- gender reassignment

### **Child-on-Child Abuse**

The Malling School recognises that children can abuse other children and that this can happen both inside and outside school and online.

Child-on-child abuse includes, but is not limited to:

- bullying and cyberbullying
- prejudice-based or discriminatory bullying
- physical abuse
- sexual harassment
- sexual violence
- harmful sexual behaviour
- abuse in intimate relationships

- coercion
- consensual and non-consensual sharing of nude or semi-nude images
- online abuse
- initiation or hazing behaviours
- upskirting

The school adopts a zero-tolerance approach to abuse and harmful behaviour.

All allegations of child-on-child abuse will be:

- taken seriously
- recorded
- investigated
- risk assessed where appropriate
- responded to proportionately
- managed in line with safeguarding procedures and KCSIE guidance

The school recognises that even where there are no reported concerns, abuse may still be occurring and not being disclosed.

### **Preventing Bullying**

The Malling School prevents bullying through:

- a strong behaviour culture
- visible staff presence
- pastoral support systems
- assemblies
- RSHE and Period 1 curriculum
- anti-bullying education
- safeguarding education
- online safety education
- restorative approaches where appropriate
- student voice and surveys
- Anti-Bullying Ambassadors

- staff training
- positive relationships between staff and pupils

Students are regularly taught:

- how to stay safe online
- how to report concerns
- healthy relationships
- consent
- respectful behaviour
- equality and inclusion
- the impact of discriminatory language and harmful behaviour

### **Reporting Concerns**

Students are encouraged to report concerns to:

- any trusted adult
- tutors
- pastoral leaders
- safeguarding staff
- the DSL team
- through school reporting systems and safeguarding email/report buttons

Parents/carers are encouraged to contact the school if they have concerns about bullying or harmful behaviour.

All reports will be taken seriously.

### **Responding to Bullying**

The school will:

- investigate concerns promptly
- listen carefully to all parties
- avoid victim blaming
- support victims appropriately
- apply sanctions where necessary

- educate pupils to improve future behaviour
- involve parents/carers
- use safeguarding procedures where appropriate
- monitor for recurrence

Responses may include:

- restorative conversations
- pastoral intervention
- behaviour sanctions
- reflections
- removal from social time
- transfer room placement
- suspension
- external agency involvement
- police involvement where appropriate

Serious incidents involving harassment, sexual violence, image sharing, threats or discriminatory abuse may result in suspension or permanent exclusion.

### **Sexual Harassment and Harmful Sexual Behaviour**

The Malling School will not tolerate sexual harassment or harmful sexual behaviour.

Examples include:

- sexual comments
- sexist language
- sexual jokes
- online sexual harassment
- unwanted physical contact
- sharing sexual images
- intimidation or coercion

Staff will:

- challenge inappropriate behaviour immediately

- support victims
- avoid victim blaming
- record incidents appropriately
- escalate safeguarding concerns to the DSL
- apply sanctions where necessary
- educate pupils regarding respectful relationships

Incidents will be reviewed to determine whether they meet safeguarding thresholds or require external agency involvement.

### **Online Safety**

The school recognises that technology is a significant safeguarding concern and that online behaviour can have serious offline consequences.

Students are taught:

- responsible online behaviour
- risks linked to social media
- image sharing
- cyberbullying
- online exploitation
- harmful online content

Online bullying and harassment occurring outside school will still be addressed where it impacts the safety, wellbeing or stability of the school community.

### **Attendance, Behaviour and Safeguarding**

The school recognises that:

- repeated absence
- truancy
- persistent lateness
- social withdrawal
- disruptive behaviour
- harmful peer relationships

may indicate safeguarding concerns or unmet needs.

Concerns will therefore be monitored through safeguarding, pastoral and behaviour systems.

### **Supporting Pupils**

Victims, perpetrators and any affected pupils will receive appropriate support which may include:

- pastoral intervention
- safeguarding support
- mentoring
- restorative work
- timetable adjustments
- external agency referrals
- risk management plans
- parental involvement

Each case will be considered individually.

### **Student Voice**

The Malling School will:

- regularly survey pupils
- seek student feedback
- involve students in anti-bullying work
- ensure students understand reporting systems
- promote pupil leadership opportunities

### **Liaison with Parents and Carers**

The Malling School will:

- work closely with parents/carers
- communicate concerns promptly
- explain actions taken
- provide guidance and support
- work collaboratively to improve outcomes for pupils

## **Monitoring and Review**

This policy will be monitored through:

- safeguarding reviews
- behaviour and bullying logs
- student voice
- parent feedback
- governor monitoring
- attendance and behaviour analysis

The policy will be reviewed annually or sooner if required due to changes in statutory guidance.