

# Anti-Bullying Policy (Kindness & Respect)

## Falmouth School



<b>Approved by:</b>	J Price	<b>Date:</b> 23/3/25
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<b>Last reviewed on:</b>	March 2025
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<b>Next review due by:</b>	March 2026
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### Equality Impact Assessment - Policy Review

In reviewing this policy, we have made a positive impact on equality by considering and reducing or removing inequalities and barriers. We have ensured that this policy does not negatively impact the dimensions of equality.

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## **1. Aim**

At Falmouth School, we take great pride in our culture of respect, kindness, and exceptional behaviour. Students and staff are highly motivated, collaborative, mutually respectful, and make a tangible positive contribution to the school and wider community. When students or staff encounter challenges, we take intelligent, fair, and highly effective action to build resilience and support future success.

## **2. Scope**

This policy applies to:

- Negative behaviour of students by students within school
- Negative behaviour by students outside of school, where the school is aware
- Negative behaviour of staff by students, inside or outside of school

Allegations about bullying of students by staff will be dealt with under the Safeguarding & Child Protection Policy.

This policy links to the following school policies and procedures:

- [Behaviour Policy](#)
- Equality Policy
- Acceptable Use of IT Policy
- Safeguarding & Child Protection Policy
- Complaints Policy
- SEN Policy and Information Report

### 3. Definition of Bullying

Bullying occurs when an individual or group, over a period of time, deliberately denies the dignity of another individual or group through words, actions, or gestures. This may involve:

- Causing physical or emotional harm
- Making someone feel unsafe or frightened
- Affecting academic performance or wellbeing
- Social exclusion or humiliation

Bullying can take many forms, including:

Type of Bullying	Examples
Physical	Hitting, kicking, pushing, damaging belongings
Verbal	Name-calling, threats, offensive comments
Relational	Spreading rumors, exclusion, gossiping
Cyberbullying	Harassment via social media, messaging apps, emails
Indirect	Graffiti, displaying inappropriate material (e.g. racist, sexist, homophobic content)

### 4. Who is Affected by Bullying?

Anyone can be a victim or perpetrator of bullying. Bullying often arises due to perceived differences in:

- Physical appearance
- Social background or identity
- Disability, race, gender, religion, or sexual orientation
- Interests, hobbies, or academic abilities




Self-esteem and status perception are key factors in bullying behaviour. Therefore, inclusion and equal opportunities are central to our anti-bullying strategy.

## 5. Identifying & Reporting Concerns About Bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Staff, students, and parents should be aware of the signs of bullying, such as:

- Changes in behaviour (e.g. withdrawal, anxiety, school avoidance)
- Unexplained injuries or damage to belongings
- Loss of concentration or declining academic performance
- Avoidance of social situations

Reporting Bullying

Reporting Method	Link / Action
COC Student Incident Form (for behaviour-related issues)	 <a href="#">Student Incident Form (COC Form)</a>
Safeguarding Concern (if bullying involves significant distress or harm)	 <a href="#">MyConcern Login</a>
School Behaviour Policy (for disciplinary responses)	 <a href="#">Falmouth School Behaviour Policy</a>

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## 6. Responding to Reports of Bullying

Investigation & Action

Once a report is made, Falmouth School follows these steps:

1. Investigation – The Wellbeing Team or a Senior Member of Staff will investigate and gather statements.
2. Action Plan – Interventions or sanctions are applied based on the Behaviour Policy.
3. Support for the Victim – Pastoral support, mentoring, and counselling may be offered.
4. Support for the Perpetrator – Behavioural interventions to address underlying causes.
5. Monitoring & Follow-up – Staff will ensure the situation is fully resolved.

## Consequences & Interventions

Disciplinary actions will depend on the severity and context of the incident. Possible outcomes include:

### Level of Response

### Examples of Actions Taken

Low-Level Incidents   Restorative conversations, verbal warnings

Moderate Incidents   Detentions, parental meetings, behaviour monitoring

Severe Incidents   Internal or external exclusion, permanent exclusion

Where appropriate, Restorative Justice (RJ) approaches will be used to help students understand the impact of their actions and repair relationships.

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## 7. Preventative Measures

Falmouth School actively works to prevent bullying through:

- PSHE lessons and assemblies promoting respect and inclusion
  - Peer mentoring programmes
  - Staff training on recognising and addressing bullying
  - Engagement with external organisations (e.g. NSPCC, Anti-Bullying Alliance)
  - Participation in national initiatives such as Anti-Bullying Week
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## 8. Parental Involvement

- Parents are encouraged to report concerns via the COC Form or by contacting the Wellbeing Team.
- If bullying occurs outside of school, parents may choose to contact the police directly.
- Parents should not attempt to resolve bullying directly with other students or families, as this can escalate conflicts.

## Supporting Your Child






Parents can support their children by:

- Encouraging open communication about bullying experiences
  - Teaching digital resilience (e.g. blocking on social media, reporting abuse)
  - Seeking support from external agencies when necessary
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### 9. Monitoring & Review

- Bullying reports will be logged via MyConcern or COC Forms for tracking.
  - Termly reviews will assess bullying trends and refine policies.
  - The Deputy Headteacher and Wellbeing Team will review this policy annually.
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### 10. Key Resources & Support

Resource	Link
Report a Behaviour Incident	 <a href="#">Student Incident Form (COC Form)</a>
Report a Safeguarding Concern	 <a href="#">MyConcern Login</a>
School Behaviour Policy	 <a href="#">Falmouth School Behaviour Policy</a>
Anti-Bullying Alliance	 <a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Childline	 <a href="http://www.childline.org.uk">www.childline.org.uk</a>

## Appendix A

### Sources of support or information

Childline: [www.childline.org.uk](http://www.childline.org.uk)

NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)

Anti-bullying alliance: [www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)

Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)

Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)

MindEd: [www.minded.org.uk](http://www.minded.org.uk)

The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)

PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)

Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)

The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)

Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)

Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)

Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practiceschools](http://www.restorativejustice.org.uk/restorative-practiceschools)

### Cyberbullying

Childnet: [www.childnet.com](http://www.childnet.com)

Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)

Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

### The UK Council for Child Internet Safety (UKCCIS)

[www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)

### DfE 'Cyberbullying: advice for headteachers and school staff':

[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://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](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

### Race, religion and nationality

Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)

Kick it Out: [www.kickitout.org](http://www.kickitout.org)

Report it: [www.report-it.org.uk](http://www.report-it.org.uk)

Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)

Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)

Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)

Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

### LGBT

Barnardo's LGBT Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)

Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)

EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)

Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)

Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)

Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)



Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)