

Anti-Bullying Policy

Policy Statement

Cirencester Kingshill School is committed to ensuring that every member of our community has the right to learn and work in an emotionally and physically safe environment, free from intimidation, abuse or harm. Bullying, in any form, is unacceptable.

Our Behaviours Culture Policy sets out our expectations for positive conduct and respectful relationships and underpins our approach to preventing all forms of bullying and child-on-child abuse. We recognise our statutory duty to safeguard and promote the welfare of children and to act in the best interests of all students at all times.

Aims and Principles

Bullying and harmful behaviours can take many different forms, including (but not limited to):

- Bullying, including cyberbullying, and prejudice-based or discriminatory bullying related to a protected characteristic
- Physical abuse such as hitting, kicking, pushing, shaking, biting, hair pulling or any action intended to cause physical harm
- Verbal abuse, including name-calling, threats, intimidation or degrading language
- Relational or social bullying, including exclusion, spreading rumours or manipulation of friendships
- Abusive or coercive relationships where there is an imbalance of power
- Child-on-child abuse, including sexual violence and sexual harassment
- The consensual or non-consensual sharing of nude or semi-nude images, videos or livestreams (sometimes referred to as 'sexting')
- Upskirting, which is a criminal offence

In line with Keeping Children Safe in Education (KCSIE) 2025, child-on-child sexual violence and sexual harassment are never acceptable and will not be tolerated. All such incidents will be treated as safeguarding concerns, with a zero-tolerance approach, and managed through the school's Child Protection Policy and local safeguarding procedures.

The objectives of this policy are that:

- All students feel safe, valued and respected within the school community
- Students who experience bullying know how to report it, can access support and are confident the school will act
- Students who engage in bullying behaviour are held to account and supported to adapt their behaviour to prevent further harm
- All staff understand their roles and responsibilities in preventing, identifying and responding to bullying and child-on-child abuse

Legislation and Guidance

This policy has due regard to the following legislation and statutory guidance:

- Education and Inspections Act 2006
- Equality Act 2010
- Keeping Children Safe in Education 2025
- DfE Preventing and Tackling Bullying (2017)
- Behaviour in Schools: Advice for Headteachers and School Staff

Definitions

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically, emotionally or psychologically. Bullying is characterised by an imbalance of power, which may relate to age, size, social status, popularity, ability, gender or perceived difference.

In line with KCSIE 2025, the school recognises that bullying behaviour may, in some cases, constitute child-on-child abuse, particularly where it involves:

- Sexual violence or sexual harassment
- Coercion, threats or intimidation
- Hate-related abuse
- Serious or persistent physical or emotional harm

Child-on-child abuse may occur online, in person, or across multiple contexts, and can be a single incident or part of a wider pattern of behaviour.

Specific forms of bullying and harmful behaviour include:

- Bullying related to race, religion or belief
- Bullying related to disability or special educational needs
- Bullying related to sex, sexual orientation, gender identity or gender reassignment
- Bullying related to appearance or health conditions
- Bullying related to young carer status, care experience or home circumstances
- Cyberbullying and online abuse

Contextual Safeguarding and Power Dynamics

The school recognises that children and young people may experience harm in a range of social contexts, including online spaces, peer groups and local communities. Peer influence, group dynamics and power imbalances can play a significant role in bullying and child-on-child abuse.

Understanding these dynamics is essential. A child displaying harmful behaviour in one context may be vulnerable in another. Staff will always seek to understand the wider context of behaviour; however, the safety and wellbeing of the victim will take priority at all times.

In accordance with KCSIE 2025, where concerns meet safeguarding thresholds, behaviour management processes will be secondary to safeguarding procedures, and the Designated Safeguarding Lead (DSL) will determine appropriate actions, including referral to external agencies where required.

Spotting the Signs and Symptoms

Indicators that a student may be experiencing bullying or harm include:

- Unexplained or persistent absence from school
- Physical injuries
- Deterioration in mental or emotional health
- Withdrawal or reduced self-esteem
- Sleep difficulties or exhaustion
- Substance misuse
- Significant changes in behaviour
- Age-inappropriate behaviour
- Aggression or abusive behaviour towards others

Raising and Maintaining Awareness

Accepting, recognising and celebrating difference is central to our school ethos and to **Our STEPs**, which support intentional character development.

Anti-bullying education is promoted through:

- PSHEE and Respect lessons
- Anti-bullying themed assemblies (at least three per year)
- Participation in National Anti-Bullying Week
- Theatre-based safeguarding education (e.g. Chelsea's Story)
- Year 10 Buddies supporting Year 7 transition
- Engagement with the Schoolbeat Officer at KS3
- Support from The Door youth workers
- Links with the local youth worker at the Baptist Church youth club

Advice to Students

If you feel you are being bullied:

- Try to stay calm and confident
- Be firm and tell the person to stop
- Remove yourself from the situation
- Tell an adult straight away, or ask another student to help report it
- If bullying occurs online, keep screenshots or evidence

You can report bullying by:

- Telling a teacher, tutor, Head of Year or another trusted adult
- Asking a friend or Student Leader to help you report it
- Emailing bully@kingshillschool.co.uk, which goes directly to senior staff
- Asking your family to contact the school

Keep speaking until someone listens and acts. The bullying is not your fault.

Online Image Sharing and Safeguarding

The school is clear that the sharing of nude or semi-nude images or videos by or of children under 18 is never acceptable, even where young people believe it to be consensual.

In line with KCSIE 2025, the school will:

- Never request, copy, forward or store such images
- Assess incidents on a case-by-case safeguarding basis
- Consider coercion, vulnerability, exploitation and wider context
- Refer concerns immediately to the DSL

What Parents Should Do

Parents and carers should contact their child's tutor or Head of Year if they have concerns. Clear information regarding dates, locations and individuals involved is helpful. The school will keep parents informed and work collaboratively to support both victims and students displaying harmful behaviour.

Staff Responsibilities and Response

When bullying is reported, staff must:

- Ensure the student is safe
- Provide appropriate support
- Record concerns on CPOMS and notify the Head of Year
- Escalate immediately to safeguarding procedures where concerns indicate child-on-child abuse or significant harm

Where behaviour involves sexual violence, sexual harassment, coercion or safeguarding concerns, the bullying investigation must stop and the Child Protection Policy takes precedence.

Responding to Bullying: Sanctions and Support

Stage 1

For low-level incidents not involving safeguarding concerns, a No Blame approach may be used to promote empathy and resolution. This approach must not be used where incidents involve sexual harm, hate incidents, coercion, image sharing or serious harm.

Stage 2

Escalation to Head of Year, parental contact, appropriate sanctions and restorative work supported by the Unlocking Potential Pastoral Assistant (UPPA). MLT detention

Stage 3

Formal meeting with parents, senior detention and/or time in the Student Support Room alongside continued restorative input.

Stage 4

Fixed-term suspension, Individual Behaviour Plan and consideration of managed move or exclusion, where necessary. Serious physical assaults may be referred to the police.

Recording and Monitoring

- All incidents are recorded on CPOMS
- Data is reviewed regularly by senior staff
- Student voice surveys include questions about safety and bullying
- This policy is reviewed annually

Linked Policies

This policy should be read alongside:

- Behaviour Culture Policy
- Child Protection Policy
- Equality Policy
- Online Safety Policy
- Accessibility Plan
- Exclusion Policy
- Substance Misuse Policy

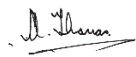
CIRENCESTER KINGSHILL SCHOOL

ANTI-BULLYING POLICY

Reviewed by: L Ryder (Assistant Headteacher/DSL)

Date: April 2026

Adopted by Governors: 05 May 2026

Signed: 

Next Review Date: May 2027