



Huish Episcopi Academy

The best in everyone™

Part of United Learning

Anti-Bullying Policy

Anti-bullying Policy

Vision

Huish Episcopi Academy aims to remain a caring, effective, safe, and supportive community that offers equal opportunities and provision for everyone.

Philosophy

We believe that for everyone to benefit from our learning community, Huish Episcopi Academy must be a place where all stakeholders feel welcome and comfortable, and where everyone is treated with respect in an atmosphere free from intimidation.

We believe that all children and young people have the right to protection from harm, neglect, and abuse, and that their wellbeing is of paramount importance. The Academy aims to foster good relationships and behaviour among all members of its community, ensuring learning and personal development take place in a climate of trust, safety, and confidence.

We have a system of rewards designed to motivate and encourage students, build self-confidence, and support self-esteem. Huish Episcopi Academy values everyone's unique contribution to our community.

Everyone has a responsibility to safeguard and promote the wellbeing of all students. All staff have a duty of care to ensure that students are protected from harm.

Principles

The Academy will:

- Adopt a clear, shared definition of bullying, agreed across the Academy and understood by the wider community.
- Ensure a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Appoint a named Anti-Bullying Lead to champion the Academy's anti-bullying ethos.
- Involve all stakeholders in the implementation and ongoing monitoring of this policy.
- Promote preventative action through PSHE, Character Education, and related activities.
- Support all members of the community affected by bullying.
- Provide training for staff and students to effectively implement the policy.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion, or sexuality, and promote understanding and tolerance of different social, religious, and cultural backgrounds.

Definition of Bullying

"A persistent, deliberate attempt to hurt or humiliate someone."

While one-off incidents may be serious and must be addressed, they do not fall under the formal definition of bullying. However, all incidents are monitored and tracked to identify patterns of harmful behaviour.

Types of Bullying

Bullying typically includes the following elements:

- **Deliberately hurtful behaviour**
- **Repeated over time**
- **An imbalance of power**, making it hard for the victim to defend themselves

Examples include:

- **Physical** – e.g. hitting, kicking, taking belongings

- **Verbal** – e.g. name-calling, insults, racist remarks
- **Indirect** – e.g. spreading rumours, excluding individuals, family disputes carried into school
- **Cyber** – e.g. use of email, social media, or messaging to spread rumours or make malicious comments

Bullying can severely affect students' lives, leading to:

- Physical injury (including self-harm)
- Low self-esteem
- Anxiety, fear, or depression
- Poor attendance and underachievement

Unchecked, bullying may be seen as acceptable behaviour. Victims may even become bullies themselves. Long-term effects can persist into adulthood.

Role of Parents/Carers

The Academy communicates its anti-bullying stance through the prospectus and Home/Academy Agreement. Parents and carers are encouraged to:

- Share concerns or suspicions regarding bullying with the Academy
- Report any unexplained changes in their child's behaviour
- Contact the child's tutor or Head of Year via email or by calling reception

Role of Staff

All staff have a responsibility to act upon any report of bullying. Failure to act is equivalent to condoning the behaviour. Staff must:

- Emphasise the importance of empathy, kindness, and respect
- Reject the minimisation of bullying as "banter" or "just growing up"
- Reinforce the Academy's message: **"Banter is bullying"**

Role of Students

Students should understand what bullying is, why it happens, and how to prevent it. They are taught:

- Their responsibility to speak up against bullying
- That both staff and students can be victims
- That reporting bullying is **not** "snitching" — it's taking responsibility
- The importance of peer support in preventing bullying

"Huish is a Telling School" is a key message communicated throughout the Academy.

Practical Steps to Prevent Bullying

Staff should:

- Stay alert to the signs and possibilities of bullying
- Ensure all actions support a positive, non-bullying ethos
- Publicise this policy to students and parents
- Encourage student ownership in tackling bullying
- Avoid leaving students unsupervised in classrooms
- Foster respectful relationships between staff and students
- Model appropriate, respectful behaviour
- Use praise more than sanctions to reinforce good behaviour

- Be punctual to lessons
- Promote student voice and participation
- Support both the victim and the perpetrator in rebuilding self-confidence and relationships

If in doubt, seek support from a tutor, Head of Year, the Anti-Bullying Lead, or SLT.

Procedure

- Incidents may be addressed individually or within a group, depending on circumstances
- More complex cases should be escalated to an Assistant or Vice Principal, and if needed, the Principal
- All reports of bullying must be:
 - Investigated
 - Recorded on **CPOMS**
 - Categorised appropriately (including safeguarding if relevant)
- Students must be informed that incidents will be logged
- Written statements should be collected using the Student Statement Form
- Parents/carers of all parties will be informed via phone or written communication in the planner
- Injuries must be assessed by a qualified First Aider, and parents informed

For repeat incidents:

- Parents/carers may be invited to meet with key staff
- Interventions may include:
 - Pastoral Support Plan
 - Student Passport
 - Report Card
 - Behaviour Contract
 - Referral to alternative provision

If bullying persists:

- External agencies may be consulted
- Fixed-term suspension may be issued
- The **Local Prevent Officer** and/or **Somerset Council** will be notified of any **peer-on-peer discrimination** involving protected characteristics:
 - <https://service.somerset.gov.uk/peer-on-peer-discrimination>
- In severe cases, the Principal may authorise permanent exclusion

Confidentiality

Staff cannot guarantee absolute confidentiality. Students will be informed of this. In all safeguarding cases, procedures must be followed.

Where no safeguarding issue exists, staff must consider:

- The seriousness and potential harm
- The student's age and maturity

Where third-party involvement would benefit the student, staff should seek consent and, where appropriate, involve the student in this process. Students are encouraged to talk to parents or carers unless it is clearly inappropriate.

Listening to students sensitively and objectively is a core principle. All reports of bullying will be taken seriously.

Review and Policy Links

This policy will be reviewed annually, and its implementation assessed.
It should be read in conjunction with the Academy's:

- **Safeguarding and Child Protection Policy**
- **Behaviour for Policy**

Reviewed by: Christopher Daniel, Vice Principal and DSL

Ratified:

To be reviewed:

September 2025

October 2025

October 2026