



THE ALTUS SCHOOL

ANTI BULLYING POLICY


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| This policy has been adopted by the SLT on: | |
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| Signed: |  |
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Document Control & Record of Amendments

| Version | Reason for Amendment | Sections Amended | Amended by & Date | Reviewed by & Date | Approved by & Date |
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| 1.0 | Creation | N/A | Claire Greatbanks November 2025 | Emma Gundry November 2025 | SLT November 2025 |

1.0 Aims

- 1.1 This policy aims to clearly emphasise that bullying in any form; verbal; physical; emotional; or via texts, social media or the internet, will not be tolerated by students or staff attending The Altus School. It will ensure that students learn and staff work in a supportive, nurturing environment that provides children with a sense of belonging so that they feel accepted, included and protected.

2.0 Statutory duties of schools

- 2.1 This policy is in accordance with Preventing and Tackling Bullying, Advice for Headteachers, Staff and Governing Bodies. (DfE July 2017).
- 2.2 We set high expectations for our students' behaviour inside and outside of lessons. When monitoring and reviewing these standards, we identify incidences early and manage these accordingly. We pride ourselves on the calm, respectful and safe environment that we have established in our school focusing on Ready Respectful Safe outcomes

3.0 Pastoral support

- 3.1 Every student should have access to a trusted adult in times of difficulty. To support this, our Centre Managers and Tutors/Class Teachers are available to assist students whenever needed. Pupils are encouraged to identify key adults they can approach for support.

The wellbeing of pupils is monitored by their Tutors/Class Teachers and/or Centre Managers, who serve as the main point of contact between home and school for all pastoral matters

- 3.2 We actively support national events such as 'Anti-Bullying Week'. As a result, our students are regularly reminded of our expectations and their responsibilities to each other in this area.

4.0 Definition of bullying

- 4.1 Our definition of bullying includes but is not restricted to the following:

Bullying is defined as 'Several Times on Purpose' and could include the following:

- Actual physical harm, damage to property.
- Verbal abuse (including sexual and racial harassment)
- Extortion
- Exclusion from friendship groups
- Malicious gossip
- Cyber bullying - abusing social network sites including Facebook, Twitter, Edmodo, Instagram, Viber, YouTube, Kik, Ask.fm, Tumblr, Mufy/media sites, Tik Tok and any other sites developed subsequent to this policy during and outside of school hours, including all school outings and events.

- Coercing a third party to bully an individual
- Theft
- Non-verbal threatening gestures
- Intimidatory messages- the production, display or circulation of written words, pictures or other materials aimed at intimidation, name belittling and gestures.
- Graffiti, sniggering, sarcastic remarks
- Homophobic - name calling /using graffiti, spreading rumours about a person's sexual orientation; taunting a person of a different sexual orientation
- Racial - discrimination, prejudice, comments or insults about colour, nationality, culture, social class, religious beliefs, ethnic or traveller background

One off incident might involve some of the above and include:

- The perpetrator clearly being older, bigger, or stronger than the victim.
- The perpetrator being part of a group while the victim is on their own or part of a much smaller group.
- The victim clearly being more vulnerable by virtue of their physical appearance or personality.

These incidences will be taken seriously by the school and we will respond in accordance with the behaviour policy.

4.2 Bullying is not:

- A one-off comment said in anger in which there is no evident power imbalance between the students involved.
- An argument between two students where both have been guilty of similarly offensive or threatening remarks.
- A physical altercation between two students in which both have been willing participants.

5.0 Reporting

- 5.1 It is crucial that any victim or witness of bullying reports an incident to a member of staff as soon as possible.
- 5.2 All reports of bullying and subsequent actions will be logged on our school monitoring and recording system, CPOMS.

6.0 Process

- 6.1 Once a bullying report has been recorded, it will be discussed with the Centre Manager and investigated. The Centre Manager will normally take responsibility for the investigation, although other staff may take the lead role if circumstances warrant it.
- 6.2 The alleged perpetrator(s) will be spoken to as soon as possible. Particular priority will be given to ensuring that the victim does not suffer any reprisals from the alleged perpetrator or their associates while the investigation is ongoing.

- 6.3 We may also speak with parents/carers to gather as much information as we can to gain a clear picture of the incident(s). We will also look at any evidence from social media that is presented to us, or evidence on other media such as our CCTV system.
- 6.4 If the complaint is upheld, consequences will be issued as appropriate. Any suspensions will be discussed and authorised by the Director. The victim will also be informed of these outcomes where appropriate to do so. Parents of both the victim and the perpetrator will be informed of the consequences of the school's investigations and any sanctions that have been applied.
- 6.5 In most cases, a restorative meeting will be offered between the victim and the perpetrator. This can help to draw a line under the issue and help all parties to move on. On some occasions, the victim may not wish to have such a meeting and, in these circumstances, their wishes will be respected.
- 6.6 All staff will be made aware of and updated about any tensions between students who may come into contact with each other during the school day.

7.0 Record keeping

- 7.1 Careful written records will be kept detailing the incident in question, the subsequent investigation and the sanctions that have been applied. These will be recorded on our school monitoring and recording system CPOMS.

8.0 Links to other policies

The Altus School will consider the Anti Bullying Policy when developing other policies, in particular:

- Relationships & Behaviour Policy
- Child Protection & Safeguarding Policy