

Field Road Academy

Respect
Reflection
Resilience
Responsibility

Part of The Lighthouse Multi Academy Trust



Anti-bullying Policy

Approved by:	D Newton - Head Teacher S Baker – Chair of Local Academy Governing Board
Date:	September 2026
Last reviewed on:	July 2026
Next review date:	July 2027

Policy objectives

This policy outlines what Field Road Academy will do to prevent and tackle all forms of bullying.

The policy has been adopted with the involvement of the whole community.

The school is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

This policy is based on DfE guidance 'Preventing and tackling bullying' July 2017. It also considers the DfE statutory guidance 'Keeping Children Safe in Education' Sept 2025 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The academy also acknowledges Childnet's 'Cyberbullying: Understand, Prevent and Respond: Guidance for school' as a valuable resource to support teachers and young people.

Links with other policies and practices

This policy links with several academy/trust policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Child protection policy
- On-line safety policy
- ICT and Acceptable Use policy
- Curriculum policies, such as: PSHE, RSE and Computing
- Mobile phone policy
- SEND policy

Links to legislation

There are several pieces of legislation which set out measures and actions for schools/academies in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- The Education (Independent School Standards) Regulations 2015 (if appropriate)
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Responsibilities

It is the responsibility of:

The Head Teacher to communicate this policy to the community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.

Governors to take a lead role in monitoring and reviewing this policy.

All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.

Parents/carers to support their children and work in partnership with the academy.

Pupils to abide by the policy.

This policy will be published on the academy's website

Definition of bullying

Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the academy as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

Forms and types of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying including:
- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Our Ethos

Field Road Academy recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

By effectively preventing and tackling bullying our academy can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Our Community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy. Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.

- Will deal promptly with grievances regarding the academy response to bullying in line with our complaints policy
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority/The Trust and other relevant organisations when appropriate

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the academy:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.

The academy will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.

The Head Teacher (who is also Designated Safeguarding Lead - DSL) or another member of leadership staff will interview all parties involved.

The DSL will be informed of all bullying issues where there are safeguarding concerns.

The academy will speak with and inform other staff members, where appropriate.

The academy will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidential policies.

Sanctions, as identified within the academy's behaviour policy, and support will be implemented in consultation with all parties concerned.

If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including Early Help or Walsall's Children's Services - MASH IRS, if a child is felt to be at risk of significant harm. IRS phone number is 0300 555 2837

Anti-Racism and Discrimination against Sexual Orientation

Field Road Academy recognises the importance of addressing the issue of racism and discrimination against someone due to their sexual orientation in schools/academies and wider society. The academy's curriculum aims to ensure all pupils and staff understand the importance of celebrating diversity and difference within society.

No Pupil should have their education tainted by racism or discrimination against Sexual Orientation and staff members should be able to attend work without the fear of being discriminated against – the academy should be a safe and supportive environment for everyone.

Racist Behaviour in any form will not be tolerated by the academy and any incidents will be dealt with on a case by case basis.

The academy will not tolerate any of the following behaviour from any member of staff of the school community:

- Physical assault because of an individual or group's ethnicity
- Use of derogatory names, insults or racist jokes
- Racist graffiti
- Provocative behaviour eg. Displaying racist emblems
- Bringing racist material or propaganda into the academy
- Verbal abuse and threats
- Making racist comments during discussions
- Ridiculing a cultural difference e.g. food, music, religion, dress or traditions
- Refusing to co-operate with others because of their ethnicity

Staff and pupils will know to look out for any of the above behaviour and will bring incidents of racist behaviour to the Head Teacher's attention. Pupils and staff will treat their peers and colleagues with respect

and dignity at all times and will actively promote the academy's anti-racist approach by challenging any racist views or behaviours.

Reports of racist behaviour will be taken very seriously by the school and a record of such reports will be maintained.

The victim of any incident of racist behaviour will be informed of any investigation and the outcome. The academy will ensure that parents of both the perpetrator and victim are made aware of the actions being taken to achieve a site-wide approach to anti-racism and why.

Following any incident or report of racist behaviour, the victim will be provided with the appropriate type and level of support. They will be offered support from the academy's designated mental health lead/Mental Health First Aiders and SLT where appropriate.

Pupils will be encouraged to ask questions about race and racism to support their learning and understanding of what it means to be anti-racist.

Children who have been found to have performed an action that is deemed to be racist will receive a sanction in conjunction with the academy's behaviour policy and will miss their lunchtime as a consequence. During this lunchtime, staff will spend the time talking and reflecting upon the child's actions and reinforce the Anti-Racism stance we take at Field Road Academy. It is also important to educate our pupils and extra PSHE units will be taught where necessary in order to further educate.

Bullying which occurs outside academy premises

Where the bullying of or by pupils takes place off the academy site or outside of normal academy hours (including cyberbullying), the academy will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools/academies.

DfE guidance 'Preventing and tackling bullying' July 2017 states:

'School staff member have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupil's conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.'

Action taken

Appropriate action will be taken, including providing support and implementing sanctions in accordance with this policy and the academy's behaviour policy.

A clear and precise account of bullying incidents will be recorded by the academy in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken. The school currently uses the Child Protection On-line Management System (CPOMs) to record all incidents and actions taken.

Cyberbullying

Staff have access to Childnet's Cyberbullying guidance

When responding to cyberbullying concerns, the academy will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:

- looking at use of the academy systems;
 - identifying and interviewing possible witnesses;
 - contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. (The Academy will ensure they access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the schools powers are used proportionately and lawfully)
 - Requesting the deletion of locally-held content and content posted online if they contravene academy behavioural policies.
 - Ensure that sanctions are applied to the person responsible for the cyberbullying; the academy will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
 - Inform the police if a criminal offence has been committed.
 - Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support. The academy has employed a full time behavioural manager/family liaison officer that can provide 1:1 support for pupils during nurture sessions and/or signpost families for external support and counselling.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children's services, or support through the Children and Adolescence Mental Health Service (CAMHS) or School Health.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with the academy's behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children's services, or support through the Children and Adolescence Mental Health Service (CAMHS) or School Health.

Supporting adults

Our academy takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Head Teacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off site or outside of normal academy hours (including online), the academy will still investigate the concern and ensure that appropriate action is taken in accordance with the academy's behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the Head Teacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the academy's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required

Note: The academy will utilise the guidance for leaders regarding dealing with complaints made on social media sites: www.kelsi.org.uk/child-protection-and-safeguarding/e-safety

Preventing bullying

The academy's community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive ethos.

Policy and Support

The academy will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing academy policies, for any bullying brought to the academy's attention, which involves or affects pupils, even when they are not on academy premises; for example, when using public transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The academy will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the academy's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition and linking projects.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as Anti-bullying week.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Involvement of pupils

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the academy's approach and are clear about the part they play in preventing bullying.
- Regularly canvas children and young people's views on the extent and nature of bullying. Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider curriculum.
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites. Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Involvement and liaison with parents and carers

We will:

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the academy does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the academy website
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the academy gates that give rise to bullying.

- Ensure that parents work with the academy to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and review: putting policy into practice

- The academy will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the academy's action planning.
- The Head Teacher will be informed of bullying concerns, as appropriate.
- The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Useful links and supporting organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.cafamily.org.uk/media/750755/cyberbullying_and_send_module_final.pdf

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-ofpractice-0-to-25

Cyberbullying

Childnet: www.childnet.com

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-councilfor-child-internet-safety-ukccis

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

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

Race, religion and nationality

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Tell Mama: www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com

Show Racism the Red Card: 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

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk A Guide for Schools:

www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-SchoolsGuide.pdf

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters

Anti-bullying Alliance: Preventing and responding to Sexual Bullying:

www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-andgenderrelated/preventing-and-responding-sexual

Anti-bullying Alliance: advice for school staff and professionals about developing effective antibullying practice in relation to sexual bullying:

www.antibullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-gender-related

Note: Additional links can be found in ‘Preventing and Tackling Bullying’ (July 2017)

www.gov.uk/government/publications/preventing-and-tackling-bullying