



Anti-Bullying Policy

Lead Governor & Member of SLT:	Ms J Klaces & Mr I Horgan
To be approved by:	Strategy Committee
Frequency of review:	Every 2 years
Date approved:	July 2025
Next review date:	July 2027

Queensbridge School
Queensbridge Road, Moseley, Birmingham B13 8QB

Policy prepared by: Mr Horgan (Deputy Headteacher)

Issued: July 2025, version 2

Date of next revision: July 2027

“All children, young people and adults have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying” - *Birmingham’s Anti-Bullying Statement, September 2000.*

1. Policy Statement

Queensbridge School is committed to creating and sustaining a safe, inclusive, and respectful environment for all members of the school community. Bullying of any form will not be tolerated. Every student, staff member, and parent has the right to be treated with dignity and respect.

This policy complies with:

- Equality Act 2010
- Children Act 1989 & 2004
- Keeping Children Safe in Education (KCSIE)
- Ofsted Inspection Framework

2. Aims of the Policy

1. To prevent all forms of bullying at Queensbridge School through education, supervision, and partnership.
2. To foster a culture of respect, kindness, and accountability across the school.
3. To support pupils who experience bullying with care, dignity, and a restorative response.
4. To guide and support pupils who display bullying behaviours to reflect and change.
5. To use restorative practices to rebuild relationships, where appropriate.
6. To ensure staff, students, and parents know how to report and respond to bullying confidently.

3. Definitions of Bullying

The Anti-Bullying Alliance defines bullying as:

“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power”.

Bullying can be:

- a. Physical
 - Hitting, pushing, spitting
 - Inappropriate or unwanted touching
 - Damaging or taking belongings
 - Gestures or intimidating body language
- b. Verbal
 - Name-calling, insults, offensive jokes
 - Racist, sexist, or ableist language
 - Homophobic, biphobic or transphobic remarks
 - Spreading malicious rumours
- c. Psychological/Emotional
 - Excluding or isolating others

Policy prepared by: Mr Horgan (Deputy Headteacher)

Issued: July 2025, version 2

Date of next revision: July 2027

- Threatening behaviour or intimidation
 - Deliberately setting up humiliating situations
 - Offensive notes or graffiti
- d. Cyberbullying
- Online abuse or threats via social media, text, or messaging apps
 - Impersonation or misuse of digital content
 - Sharing private or intimate images without consent
 - Spreading rumours online or in group chats
- e. Child on Child Abuse
- Inappropriate or non-consensual touching
 - Coercing others into sexual acts
 - Pressuring for nudes or sexting
 - Upskirting or taking intimate photos without consent
 - Sexual name-calling or harassment

4. Responsibilities

a. Parents can expect:

- To be promptly informed if their child is involved in bullying (as the person harmed or the person displaying harmful behaviour).
- To be part of the support and resolution process.
- The school to respond appropriately and effectively to reports of bullying.

Parents may be asked to:

- Attend meetings to discuss incidents and outcomes.
- Support any agreed strategies for monitoring or intervention.
- Provide feedback via surveys to help evaluate policy effectiveness.

b. Pupils can expect:

- To learn in a safe, supportive environment free from bullying.
- To be taken seriously when reporting concerns.
- To be supported by staff and, where appropriate, peers.
- To take part in anti-bullying learning and reflection activities.
- To be involved in pupil-led initiatives to promote respect and kindness.

c. Staff are expected to:

- Model respectful, non-bullying behaviour at all times.
- Take all bullying concerns seriously and act upon them promptly.
- Report all incidents through the appropriate school system (i.e. SIMS).
- Facilitate restorative conversations when appropriate.

Policy prepared by: Mr Horgan (Deputy Headteacher)

Issued: July 2025, version 2

Date of next revision: July 2027

- Use curriculum and assemblies to proactively address equality and bullying.
- Participate in annual CPD on safeguarding and bullying prevention.

5. Preventing Bullying – Whole School Strategies

a. Curriculum and Awareness

- Anti-bullying themes embedded in TfL and across subjects.
- Weekly form time resources and themed assemblies.
- Participation in national events such as Anti-Bullying Week.
- Projects and performances in subjects such as Drama, English, ICT.
- Student-led campaigns.

b. Inclusion and Visibility

- As a Stonewall Champion School, LGBTQ+ inclusion is a visible priority.
- Equality displays throughout school reflecting a diverse student body.
- Students are taught about prejudice-based bullying, including:
 - Racism
 - Homophobia, biphobia, transphobia
 - Ableism
 - Sexism and misogyny

c. Supervision and Safeguarding

- Duty rotas reviewed termly to cover vulnerable areas of the school site.
- Staff wear high-visibility jackets during duties.
- Staff receive regular training in digital safety and student technology use.
- Staff are alert to signs of bullying and proactive in preventing escalation.

6. Reporting and Responding to Bullying

a. Reporting Systems

- Pupils may report bullying to any trusted adult.
- Staff must record all concerns using SIMS.

b. Initial Staff Response

- Listen and reassure the person reporting.
- Separate the individuals involved where appropriate.
- Record statements from those involved and any witnesses.
- Refer the matter to the Head of Year or Safeguarding Team.

c. Investigation and Resolution

- A strategy will be developed based on severity and pattern of behaviour.
- A restorative meeting may be held if appropriate and all parties agree.
- The school will monitor outcomes to ensure bullying has ceased.
- Support will be offered to both the pupil harmed and the pupil responsible.

d. Communication with Parents

- Records will be stored electronically on SIMS.
- Regular follow-up will take place to check on pupil wellbeing.

Policy prepared by: Mr Horgan (Deputy Headteacher)

Issued: July 2025, version 2

Date of next revision: July 2027

7. Consequences and Behaviour Support

Bullying is treated as a serious breach of the school's Behaviour Policy.

Sanctions may include:

- Removal from social times
- Reflection or behaviour intervention (e.g. detention)
- Suspension or permanent exclusion in serious or repeated cases

If behaviour does not improve, further disciplinary action will be taken.

Support will be provided to enable behaviour change and re-integration.

8. Monitoring and Evaluation

- The policy is reviewed bi-annually by SLT, safeguarding leads, and student representatives.
- Incident logs will be analysed termly to identify patterns and repeat behaviour.
- Surveys will be carried out with pupils, staff, and parents to gather feedback.
- Training and resources will be updated in response to emerging risks.

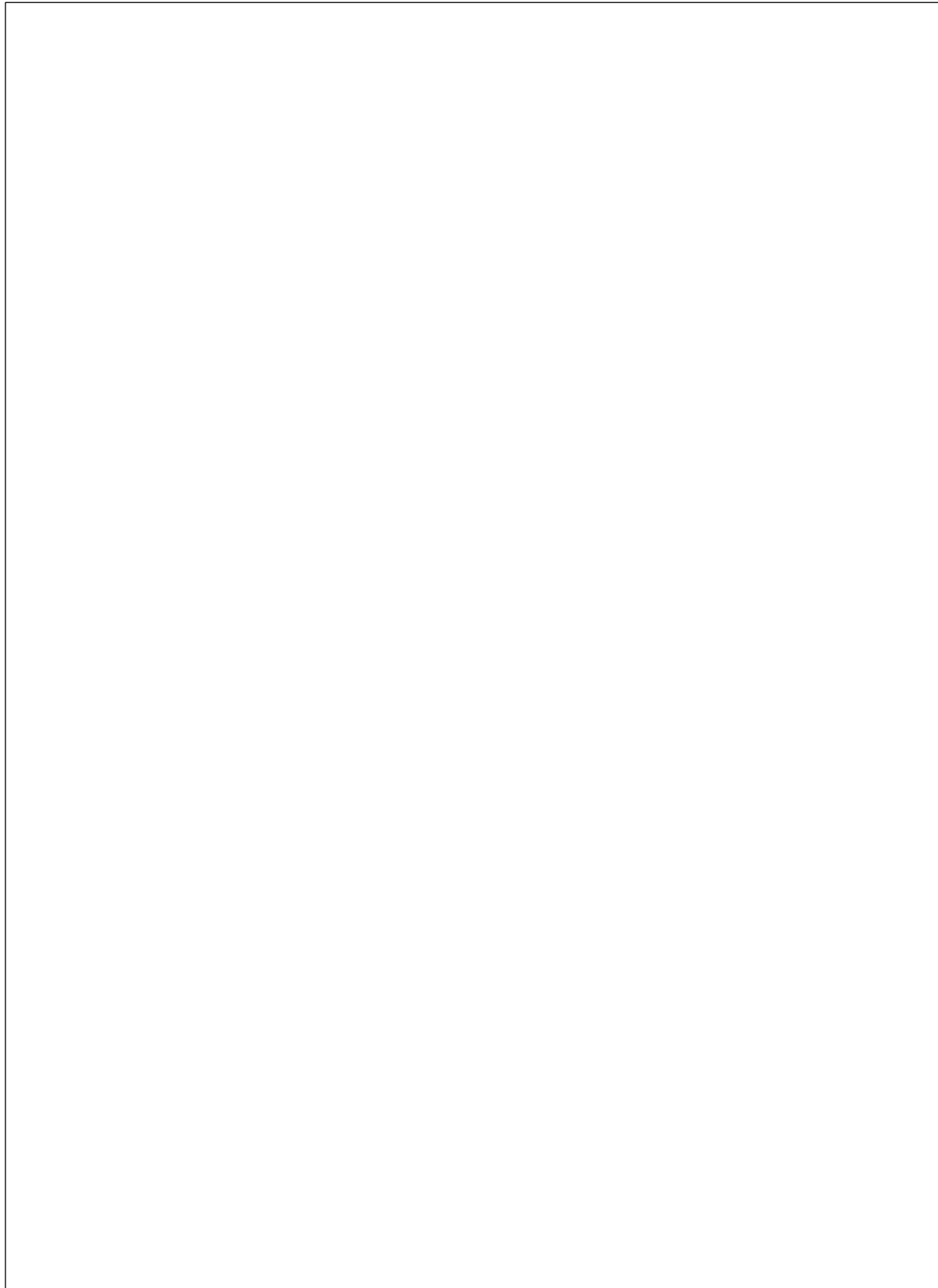
9. Related Policies

- Behaviour Policy
- Safeguarding & Child Protection Policy
- Equality and Diversity Policy
- PSHE and Policy

Policy prepared by: Mr Horgan (Deputy Headteacher)

Issued: July 2025, version 2

Date of next revision: July 2027



Policy prepared by: Mr Horgan (Deputy Headteacher)

Issued: July 2025, version 2

Date of next revision: July 2027