

**DevonPathways**



# Anti-Bullying Policy

**Approved by:** Chris Kenny

**Date:** 14/09/2022

**Last reviewed on:** 17/11/2025

**Next review due by:** 17/11/2026

Previous review  
01/09/2023  
15/10/2024

### **Aim of Policy**

1. To provide an environment where bullying is unacceptable and not tolerated by pupils.
2. To create a community which fosters and develops tolerance, responsibility, equality of opportunity and respect for others.
3. To prepare children for their place in the world by fostering motivation, self-discipline, self-esteem and independence.
4. To encourage a sense of responsibility within the community beyond the school by helping children develop a sense of citizenship.

### **What do we mean by Bullying?**

“Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves”

**DFEE Circular 10/95, Protecting Children From Abuse.**

“Bullying can involve threats, teasing, interfering with belongings, sexually and racially offensive conduct, ridicule, the invasion of privacy, vandalism and intimidation. Bullying may also show itself in more subtle ways such as name calling and by children excluding others from games or activities.

Each of these bullying activities has in common the intention by one child or a group of children to inflict a damaging effect upon another.”

**From A Devon Approach to DEALING WITH BULLYING.**

**This policy should be considered in conjunction with the Child Protection Policy.**

DevonPathways undertakes 1-2-1 Or 2to1 mentoring sessions as well as small groups. There are sessions where young people may join together for an activity or visit the field farm and forest school site when other students are in attendance.

1. Every young person has the right to enjoy her/his learning and sessions with DevonPathways free from intimidation, both in the school and in the surrounding community.
2. Our community will not let any unkind actions or remarks; even if these were not intended to hurt go without approaching the young person and ensuring that the context is understood and should not be repeated. Instances of unkind actions or remarks will be reported to the referring body
3. Serious or persistent unkind actions or comments will be considered bullying and will be reported to the referring body.

### **Purposes:**

1. To acknowledge and stop all forms of bullying.
2. To actively encourage children to respect other people.
3. To talk openly about the subject and encourage children to do the same.
4. To create a tolerant ethos where all children can gain in confidence and achieve their best.

## **Student behaviour**

DevonPathways believe that students want to communicate with positive behaviors. We understand that at times students feel that the only way to communicate is with negative behaviors. Devonpathways will use their positive relationships with students to identify signs that students are starting to become heightened and display triggers and implement strategies that mean that students are able to communicate using alternative methods to those negative behavior previously exhibited.

Support will include routines, staff and student language of choice and descriptive praise

### **Guidelines:**

1. All incidents of bullying will be treated seriously and responded to promptly and sensitively. Staff will monitor and build a picture of incidents leading to bullying.
2. Incidents of bullying will always be logged on LearnTrek and referred to the line manager who will inform the referring body
3. Incidents should be shared as soon as possible.
4. The senior leaders and staff will continue to work together to examine new and evolving methods to deal with bullying.
5. Parents/carers will be involved at an early stage when instances of bullying occur.