

# Anti-bullying Policy



**Due for review: August 2029**



## Somersault School Anti-Bullying Policy

Somersault School is a small independent special school located in South Wales, registered for up to 10 pupils aged 8–18 years. The school supports children and young people with a range of additional learning needs (ALN), social, emotional, and mental health (SEMH) difficulties, and other vulnerabilities.

We are regulated by Estyn and committed to promoting a safe, inclusive and respectful environment where all pupils are protected from harm, abuse, and bullying. This policy is central to our safeguarding responsibilities.

### Our Commitment as a Rights Respecting School

As a school committed to the United Nations Convention on the Rights of the Child (UNCRC), we ensure that pupils are aware of their rights and that those rights are embedded in our culture and relationships.

This policy upholds:

- **Article 19:** The right to be protected from harm.
- **Article 28 & 29:** The right to an education that supports a child’s full development.
- **Article 31:** The right to play and relax.
- **Article 34:** The right to be protected from inappropriate contact.
- **Article 42:** The right to know your rights.

### Legislative & Regulatory Framework

This policy is guided by:

- Equality Act 2010
- Children Act 1989 & 2004
- Keeping Learners Safe (Welsh Government)
- Rights, Respect and Equality: Statutory Guidance for Governing Bodies (2019)
- All Wales Child Protection Procedures
- Estyn’s Guidance on Safeguarding
- Anti-Bullying Alliance and Kidscape best practice guidance
- Pathways to the Future Ltd’s Safeguarding & Behaviour Policies

### Purpose of the Policy

This policy aims to:

- Protect pupils from bullying in all its forms
- Ensure all pupils feel safe, respected and heard
- Equip staff with clear guidance on identifying and responding to bullying
- Comply with Estyn regulations and safeguarding expectations

### What is Bullying?

Bullying is:

“Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.”  
(NSPCC)

It can also be a one-off serious incident that causes lasting harm.

### Types of Bullying

Type	Examples
Physical	Hitting, kicking, pushing, damaging property

<b>Verbal</b>	Name-calling, teasing, threats, derogatory remarks
<b>Social/Relational</b>	Exclusion, humiliation, spreading rumours
<b>Cyberbullying</b>	Online harassment, misuse of social media or digital platforms
<b>Sexual/Sexist</b>	Inappropriate comments, gestures, or touching
<b>Racist</b>	Racial slurs, insults, graffiti
<b>HBT (Homophobic, Biphobic, Transphobic)</b>	Targeting someone based on sexual orientation or gender identity
<b>Disablist</b>	Mocking or excluding someone based on a disability

### Bullying vs Banter

Pupils are supported to understand the **difference between banter and bullying**:

Banter	Bullying
Mutual, friendly teasing	Repeated or serious harm
Equal power dynamic	Power imbalance
Stops if someone is upset	Continues despite distress

### How We Prevent Bullying

Somersault School promotes a proactive and preventative approach to bullying.

#### Whole-School Actions

- Anti-bullying themes delivered through PSHE, assemblies, and group sessions
- Regular reminders of expectations and rights
- Visible staff presence in all areas
- School culture underpinned by restorative practice
- Inclusive ethos that celebrates diversity
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#### Staff Responsibilities

All staff must:

- Model respectful behaviour
- Recognise signs of distress or bullying
- Take all reports seriously and act immediately
- Record concerns on CPOMS within 24 hours

### Reporting and Responding to Bullying

#### Reporting Routes

Pupils and parents/carers can report bullying to:

- Any trusted staff member
- Designated Safeguarding Person (DSP) or Deputy
- Via CPOMS, if raised by staff
- Headteacher or School Proprietor

#### When a Report is Made

1. **Initial action:** The staff member listens, reassures and records the concern.
2. **Investigation:** Led by the DSP or Behaviour Lead. All involved parties are spoken to.
3. **Recording:** Details logged on CPOMS with all evidence and actions.
4. **Restorative meeting:** Held where appropriate, facilitated by trained staff.
5. **Outcomes:** Actions and support plans agreed, communicated to pupils and parents/carers.

## Support for Pupils

### Victims of Bullying

- 1:1 keyworker or mentor support
- Safe space and trusted adult contact
- Confidence-building work
- Ongoing monitoring and check-ins

### Perpetrators

- Reflective work and discussions
- Behaviour contracts or support plans
- Parental involvement
- Sanctions (e.g., time out, loss of privileges, exclusion if necessary)

### Recording, Monitoring and Safeguarding

- All incidents are logged using CPOMS within 24 hours
- Records include date, time, people involved, nature of incident, outcome
- Reviewed monthly by the Headteacher and Proprietor
- Any safeguarding concerns follow the school's Safeguarding Policy and may be referred to Children's Services or Police if appropriate

### Serious Bullying and Safeguarding

If a pupil is at risk of significant harm due to bullying, it will be treated as a child protection matter. Staff must:

- Refer concerns immediately to the DSP
- Ensure appropriate referrals are made following All Wales Child Protection Procedures

### Roles and Responsibilities

Role	Responsibilities
All Staff	Vigilant, responsive, report concerns, support pupils
DSP/Deputy DSP	Safeguarding, investigations, referrals, training
Headteacher	Policy lead, oversee investigations, liaise with Proprietor
Proprietor (Pathways to the Future Ltd)	Governance, audit bullying logs, monitor safeguarding compliance
Pupils	Treat others with respect, report concerns
Parents/Carers	Work with school to resolve issues, report concerns promptly

### Training and Policy Awareness

- All staff receive annual training on bullying and safeguarding
- Pupils receive age-appropriate anti-bullying education
- Policy is made available to pupils, staff, and families via:
  - Website
  - Copies on request

### Policy Monitoring and Review

- The Headteacher monitors bullying trends termly
- The Proprietor reviews all bullying records during monthly audits
- The policy is reviewed three yearly, or sooner if required by legislation
- Feedback from staff, pupils, and families informs review



## **Linked Policies**

- Safeguarding & Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Complaints Policy
- Equality & Diversity Policy

## **Contact Information**

For further details, please contact:

### **Somersault School**

Operated by: Pathways to the Future Ltd

Through the website contact page [Contact Us | Pathways to the Future](#)