



'Five Rivers is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment'

Anti Bullying Policy & Procedure

Five Rivers Child Care Ltd

Policy Owner	Headteacher
Authoriser	Head of Education
Date of Original issue	01/09/2022
Date of Last Review	01/09/2026
Date of Next Review	01/09/2027
Version	V1

© Five Rivers Child Care Limited 2019, All Rights Reserved.

The content of this policy is protected by the copyright laws of England and Wales and by international laws and conventions. No content from this policy may be copied, reproduced or revised without the prior written consent of Five Rivers Child Care Limited. Copies of content may be saved and/or printed for use in relation to the business and affairs of the Company only.

Contents

1.	Policy	3
1.1	Policy Statement	3
1.2	Data Protection	3
1.3	Disclosure of Information	3
2.	Definitions	4
3.	Safeguarding Link	4
4.	Prevention Strategies	4
5.	Online & Cyberbullying	5
6.	Youth-Produced Sexual Imagery	5
7.	Recognising Signs of Bullying	6
8.	Reporting Procedures	6
9.	Responding to Bullying	6
10.	Investigation Process	6
11.	Supporting Those Involved	6
12.	Consequences	7
13.	Monitoring and Review	7
14.	Working with Parents/Carers	7
15.	Off-Site Behaviour	8
16.	Promoting a Positive Culture	8
17.	Procedure	8
17.1	Concern Raised	8
17.2	Record & Report	8
17.3	Initial Risk Assessment	8
17.4	Investigation	9
17.5	Decision & Action Plan	9
17.6	Support	9
17.7	Consequences	9
17.8	Monitor & Review	9

1. Policy

1.1 Policy Statement

We are committed to providing a caring, inclusive, and safe environment where all children and young people feel respected, valued, and protected. Bullying of any kind is unacceptable and will not be tolerated.

All members of our community have a responsibility to report concerns. We are a TELLING organisation, where reporting concerns is encouraged, supported, and never viewed negatively.

This policy is aligned with:

- DfE Preventing and Tackling Bullying
- Keeping Children Safe in Education (KCSIE)
- Equality Act 2010
- Safeguarding and Behaviour policies

1.2 Data Protection

The Five Rivers Group supports the objectives of the United Kingdom General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018 (DPA 2018) and other legislation relating to Data Processing, including the Human Rights Act 1998, the Safeguarding of Vulnerable Groups Act 2006 and the regulations that underpin our services. The Five Rivers Group has a statutory obligation to process personal data in accordance with the provisions of the United Kingdom General Data Protection Regulation (UKGDPR) and the Data Protection Act 2018.

Every member of The Five Rivers Group has an obligation to ensure that the information they process (use) is collected, maintained and disclosed in accordance with the United Kingdom General Data Protection Regulation (UKGDPR), the Data Protection Act 2018, the Five Rivers Group Data Protection Policy and The Five Rivers Group Data Retention Policy.

1.3 Disclosure of Information

It is a criminal offence for a person to knowingly or recklessly sell, disclose or retain personal information outside of the Five Rivers Group under section 170 DPA 2018 without a legitimate purpose and legal basis. The Five Rivers Group considers these actions unauthorised and will take all necessary action to ensure personal data is not disclosed, retained or sold without a valid legal reason including referral to the criminal investigations team of the information commissioner's office (CRIT ICO).

2. Definitions

Bullying is:

- Behaviour by an individual or group, repeated over time, that intentionally causes harm (physical, emotional, or psychological).
- Bullying may be:
- Physical – hitting, kicking, pushing
- Emotional – exclusion, manipulation, humiliation
- Verbal – name-calling, threats, rumours
- Cyber – online harassment via social media, messaging, gaming platforms
- Prejudice-based – related to protected characteristics
- Sexual/sexist – inappropriate comments, harassment
- Bullying can occur face-to-face, online, or indirectly.
- Prejudice-Based Bullying

We recognise bullying linked to protected characteristics under the Equality Act 2010, including:

- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment

We also recognise vulnerabilities linked to:

- Care experience
- Socio-economic status
- Young carers
- Special educational needs

3. Safeguarding Link

Bullying is a safeguarding concern and may:

- Indicate wider harm or abuse
- Lead to mental health difficulties
- Require early help or statutory intervention
- All concerns must be handled in line with safeguarding procedures.

4. Prevention Strategies

We proactively prevent bullying through:

- Whole Organisation Approach
- Clear behaviour expectations and values
- Staff role modelling respectful behaviour
- Regular safeguarding and anti-bullying training
- Strong supervision in identified risk areas
- Education & Curriculum
- PSHE and Relationships Education
- Online safety education (aligned with UKCIS guidance)
- Discussions on diversity, inclusion, and equality
- Participation in Anti-Bullying Week
- Pupil Voice
- Encouraging reporting
- Involving young people in developing solutions

5. Online & Cyberbullying

We recognise the evolving digital landscape:

- Bullying can occur 24/7 and beyond physical settings
- Includes social media, gaming platforms, messaging apps

Staff Responsibilities:

- Take all online concerns seriously
- Secure and preserve evidence (screenshots, logs)
- Report safeguarding concerns where appropriate

Pupil Education:

- Young people are taught to:
- Use technology responsibly
- Protect personal information
- Report concerns immediately

6. Youth-Produced Sexual Imagery

(Previously referred to as sexting)

Managed in line with safeguarding guidance

- Considered a child protection concern
- Staff must not investigate independently beyond initial evidence gathering

- Referred to Designated Safeguarding Lead (DSL) immediately

7. Recognising Signs of Bullying

Indicators may include:

- Withdrawal, anxiety, or distress
- Changes in behaviour or attendance
- Decline in academic engagement
- Self-harm or risk-taking behaviours
- Damage or loss of belongings
- All concerns must be taken seriously and explored

8. Reporting Procedures

- All staff must report concerns immediately to the Headteacher/DSL
- Incidents are recorded in line with safeguarding and behaviour systems
- Parents/carers informed where appropriate

Serious cases:

- May involve external agencies (social care, police)

9. Responding to Bullying

Key Principles

Responses will be:

- Proportionate
- Consistent
- Trauma-informed
- Focused on both safety and behaviour change

10. Investigation Process

Listen to all parties (victim, alleged perpetrator, witnesses)

- Record facts clearly
- Avoid assumptions
- Ensure confidentiality where possible

11. Supporting Those Involved

- Victims
- Provide reassurance and emotional support
- Agree safety plans

- Regular check-ins
- Access to pastoral or therapeutic support
- Those Displaying Bullying Behaviour
- Address behaviour, not label the child
- Understand underlying causes
- Provide education and support
- Apply consequences where appropriate
- Bystanders
- Educate on responsibility
- Encourage positive intervention
- Address harmful participation

12. Consequences

Consequences are:

- Proportionate to severity
- Restorative where possible
- Designed to educate and prevent recurrence

May include:

- Restorative conversations
- Loss of privileges
- Behaviour contracts
- Increased supervision
- Formal sanctions

Serious/repeated incidents:

- Escalated through senior leadership
- May involve external agencies

13. Monitoring and Review

- All incidents tracked and analysed
- Patterns identified (location, group, type)
- Policy reviewed annually or following significant incidents

14. Working with Parents/Carers

We will:

- Inform and involve parents appropriately

- Provide advice on supporting children
- Maintain clear communication

15. Off-Site Behaviour

This policy applies:

- On school premises
- During off-site activities
- Online, where impact affects the child's safety or wellbeing

16. Promoting a Positive Culture

We actively promote:

- Respect
- Inclusion
- Diversity
- Emotional wellbeing
- Bullying prevention is embedded across all areas of practice.

17. Procedure

17.1 Concern Raised

Bullying concern reported by pupil, staff, or parent

17.2 Record & Report

Staff record incident on CURA and report to DSL/Headteacher

17.3 Initial Risk Assessment

Consider:

- Safeguarding risk
- Immediate safety of child
- Need for urgent action

17.4 Investigation

Speak to:

- Victim
- Alleged perpetrator
- Witnesses
- Gather evidence

17.5 Decision & Action Plan

Determine if bullying has occurred

Develop proportionate response

17.6 Support

Provide ongoing support for victim

Address behaviour with child displaying bullying behaviours

17.7 Consequences

Apply appropriate responses

17.8 Monitor & Review

Follow up with all parties

Ensure bullying has stopped

Adjust support plan if needed