



Anti-Bullying Policy

Draft: September 2025

Ratified: October 2025

Review: October 2026

Chair of Governors:

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Headteacher:

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Ethos of The Orchard School

At The Orchard School, **Everyone Matters, Everyone Cares**. Our ethos is rooted in the belief that every child has the potential to grow, thrive, and succeed when provided with the right environment, relationships, and support. **The Orchard Way** guides everything we do, ensuring that our approach is therapeutic, inclusive, and centred on understanding behaviour as communication. We are committed to nurturing the social, emotional, and mental health (SEMH) needs of our pupils, recognising their unique challenges while celebrating their individuality. Through strong relationships and a culture of care, we create a school where every pupil feels safe, valued, and empowered to reach their full potential.

Principles of Our Ethos:

1. **Respect for the Individual:** Every pupil deserves respect, dignity, and the opportunity to be heard.
2. **Relationships at the Heart of Learning:** Positive, trusting relationships form the foundation of our work.
3. **Equity and Inclusion:** We ensure all pupils have access to the support they need to succeed.
4. **Therapeutic and Nurturing Approaches:** We integrate trauma-informed strategies to promote resilience.
5. **High Expectations with Compassion:** Balancing aspirations with understanding and personalisation.
6. **Collaboration with Stakeholders:** Families, carers, and agencies work together to support pupils.
7. **A Safe and Predictable Environment:** Structure and boundaries foster trust and confidence.
8. **Restorative Practices:** Addressing conflicts through understanding, accountability, and growth.

Introduction

This Anti-Bullying Policy sets out the principles and procedures for preventing, responding to, and reducing incidents of bullying at The Orchard School. The policy promotes a culture of respect, belonging, and safety, ensuring that every pupil feels valued and protected. It aligns with the Equality Act 2010, committing the school to eliminate discrimination, harassment, and victimisation, while fostering an inclusive environment where differences are respected and celebrated.

Policy Vision

The Anti-Bullying Policy aims to create a safe, respectful, and inclusive environment where all members of The Orchard School community feel valued and protected. The policy is committed to preventing and addressing bullying through positive relationships, education, and support. It promotes equitable, accessible, and consistent practices for pupils, staff, families, and the wider school community. The policy is underpinned by the principles of the Equality Act 2010, ensuring that all pupils, staff, and stakeholders are treated fairly, with dignity and respect, regardless of their characteristics.

Anti-Bullying Policy

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

This policy outlines what The Orchard School will do to prevent and tackle all forms of bullying. It is based on DfE guidance “Preventing and Tackling Bullying” (July 2017) and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education “2023”. Reference has also been made to Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”. The Orchard School is also a member of the Anti-Bullying Alliance and uses their resources to support our thinking and practice. The policy has been adopted with the involvement of the whole school community.

Links with other policies and practices

This policy should be read alongside the following Orchard School policies:

- Relational and Therapeutic Behaviour Policy
- Equity, Diversity and Inclusion Policy

- Child Protection and Safeguarding Policy and Procedures
- Online (E-Safety) Policy

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has overall responsibility.
- The 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.
- Parents/carers to support their children and work in partnership with The Orchard School.
- Pupils to understand this policy and why it is important.

Definition

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).

It 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 unacceptable behaviours expressed online (cyberbullying).

The Orchard School recognises bullying as a form of child-on-child abuse which can cause severe and adverse effects on children’s and young people’s emotional development.

Ethos

At The Orchard School, we strive to create a happy, safe and caring learning environment where everyone feels secure. All cases of bullying are serious and any behaviour that adversely affects the well-being of another will not be tolerated.

Some pupils with SEMH needs may experience considerable difficulties with communication, social interaction and empathy, which can affect their ability to reflect on their behaviour. While these pupils may be less likely to intentionally 'bully' others, behaviours that cause harm will still be addressed, as the effect on the targeted individual is the same.

Aims

Every member of staff has a responsibility to report any incident of bullying that comes to their attention and to work towards eradicating all forms of bullying at The Orchard School.

The aims of our anti-bullying strategies are:

- To prevent, de-escalate and stop harmful behaviour.
- To react reasonably, proportionately and consistently to incidents.
- To safeguard and support the pupil experiencing bullying.
- To apply consequences to the pupil causing bullying and ensure they learn from the experience, possibly with multi-agency support.

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
- Restorative Justice Council: www.restorativejustice.org.uk
- Young Minds: www.youngminds.org.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- Report It: www.report-it.org.uk