

# CHULMLEIGH ACADEMY TRUST

## ANTI-BULLYING POLICY

**Policy Approved by Executive Team:**

January 2026

**Policy Review Date:**

January 2029

# Chulmleigh Multi-Academy Trust Anti-Bullying Policy

## 1. Introduction

Chulmleigh Multi-Academy Trust (CMAT) is committed to providing a safe, respectful, and inclusive environment across all its schools. Bullying of any kind is unacceptable and will not be tolerated. This policy sets out a consistent, Trust-wide approach to preventing, identifying, and responding to bullying, while recognising the unique context of each school within the Trust.

This policy applies to:

- Chulmleigh Community College
- Chulmleigh Primary School
- East Worlington Primary School
- St Thomas of Canterbury CE Primary School

It applies to all pupils, staff, governors, parents/carers, and volunteers.

## 2. Definition of Bullying

CAT uses the nationally recognised definition of bullying:

**Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally.**

Bullying can be:

- **Physical** – hitting, kicking, pushing, spitting, damage to belongings
- **Verbal** – name-calling, insults, threats
- **Social/Relational** – spreading rumours, exclusion, manipulation
- **Online/Cyberbullying** – misuse of digital technologies
- **Prejudicial** – based on a person's race, ethnicity, religion, gender, disability, sexual orientation, appearance, or other protected characteristics

One-off incidents, while not bullying, may still require intervention.

## 3. Aims of the Policy

Chulmleigh Academy Trust aims to:

- Ensure pupils feel safe, supported, and able to learn.
- Create a culture where bullying is openly discussed and addressed.
- Ensure clear procedures for preventing and responding to bullying.
- Support victims of bullying and help bullies change their behaviour.
- Work proactively with parents, carers, and the wider community.
- Ensure consistent expectations across all schools.

## 4. Roles and Responsibilities

### 4.1 Trustees and Local Governance Committees

- Monitor the implementation and impact of the policy.
- Ensure each school complies with legal requirements (including safeguarding).
- Review bullying data at least annually.

### 4.2 Executive Headteacher / Trust Leadership

- Ensure the policy is implemented consistently.
- Oversee training and development for staff.
- Ensure each school maintains accurate records of bullying incidents.

### **4.3 Headteachers**

- Promote positive behaviour and an anti-bullying ethos.
- Ensure staff follow procedures consistently.
- Report bullying patterns and concerns to the Trust and governors.
- Ensure pupils and parents know how to report concerns.

### **4.4 All Staff**

- Model positive behaviour and relationships.
- Be vigilant and report concerns promptly.
- Respond to incidents following school procedures.
- Support children involved in bullying.

### **4.5 Pupils**

- Treat others with respect.
- Report bullying if they experience or witness it.
- Support others by refusing to tolerate unkind behaviour.

### **4.6 Parents and Carers**

- Report concerns to the school promptly.
- Work in partnership with the school to resolve issues.
- Support positive behaviour from their children.

## **5. Prevention Strategies**

All Trust schools will take proactive steps to reduce bullying, including:

### **5.1 School Culture**

- A clear, consistent behaviour policy in every school.
- High expectations for manners, respect, and conduct.
- Cultivating a culture where reporting concerns is safe and encouraged.

### **5.2 Curriculum**

- PSHE lessons promoting respect, empathy, and healthy relationships.
- Regular teaching on online safety (in line with statutory RSHE).
- Assemblies and theme weeks promoting anti-bullying messages (e.g., Anti-Bullying Week).

### **5.3 Environment**

- Adequate supervision in playgrounds and communal areas.
- Clear identification of safe spaces and trusted adults.
- Use of peer mentors, playground buddies, or student ambassadors where appropriate.

### **5.4 Staff Training**

- Annual safeguarding and anti-bullying training for all staff.
- Specialist training (e.g., restorative approaches) where relevant.

## **6. Reporting Bullying**

All schools within CAT will maintain clear, accessible reporting systems. Pupils, staff, and parents can report bullying through:

- Speaking to any member of staff
- Contacting the class teacher/form tutor
- Emailing or phoning the school office
- Reporting via school-specific online systems (if applicable)

All reports will be taken seriously, logged, and acted upon.

## **7. Responding to Bullying**

### **7.1 Investigating Incidents**

Schools will:

1. Acknowledge the report and reassure the victim.
2. Investigate promptly and impartially.
3. Speak with all pupils involved.
4. Contact parents/carers where appropriate.
5. Record the incident and outcomes.

### **7.2 Outcomes and Interventions**

Depending on the severity, actions may include:

- Restorative meetings
- Mediation
- Pastoral support or mentoring
- Behaviour interventions or targets
- Appropriate sanctions in line with each school's behaviour policy
- Support for the victim, including safe spaces and trusted adults
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In serious or repeated cases, consequences may include:

- Internal or external exclusion
- Involvement of external agencies
- Safeguarding referral (e.g. if bullying constitutes abuse)

### **7.3 Support for Pupils**

**Victims:**

- Regular check-ins and pastoral support
- Safe spaces and strategies for confidence building
- Counselling or wellbeing support if needed

**Those Who Bully:**

- Behaviour intervention and support plans
- Opportunities for reflection and reparative work
- Support to address underlying issues (emotionally, socially, behaviourally)

## **8. Recording and Monitoring**

Each school will:

- Maintain a bullying log detailing incidents, actions, and outcomes.
- Monitor patterns and repeat incidents.
- Report termly data to the Trust for analysis.

The Trust will review data annually and adjust policy or practice where required.

## **9. Partnership with Parents and the Community**

CAT values strong home-school relationships. Schools will:

- Communicate clearly and sensitively with parents.
- Ensure parents understand reporting routes.
- Provide guidance on online safety and respectful behaviour.
- Work with community groups where bullying may occur beyond school.

## **10. Equalities and Safeguarding**

Bullying relating to protected characteristics will be dealt with robustly and recorded accordingly.

All schools will adhere to:

- The Equality Act 2010
- Keeping Children Safe in Education
- Local Safeguarding Partnership procedures

Bullying that meets safeguarding thresholds will be referred to the Designated Safeguarding Lead and relevant agencies.

### **11. Policy Review**

This policy will be reviewed annually by the Trust Board, with input from:

- School leaders
- Staff
- Pupils (through councils/forums)
- Parents and carers

Updated versions will be published on each school's website.

### **12. School-Specific Appendices**

Each school within CAT may add an appendix detailing:

- Named pastoral/safeguarding leads
- Reporting routes for pupils and parents
- Local behaviour systems
- Additional programmes or initiatives