

Emerson Park Academy



ANTI-BULLYING POLICY

Next Review Date: May 2026

Written in conjunction with the EPA Child Protection Policy, the EPA Behaviour Policy, the EPA Equality Policy, Preventing Radicalisation Policy and the Bullying at School guidelines from the DfE on GOV.UK

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

It takes many forms and can include:

- physical assault
- behaviour by groups or individuals
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger).

Some forms of bullying are illegal and should be reported to the police.

These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes.

Anti-discrimination law

- EPA follows anti-discrimination law, as set out in the school's Equality Policy. This means staff must act to prevent discrimination, harassment and victimisation within the school.
- Using the No Outsiders initiative, the EPA community is encouraged to report bullying that uses discrimination of any form, including: gender, sexuality, ethnicity, religion, ability, disability and socio-economic background.

Reporting Bullying

Pupils are encouraged to report bullying to a person they trust and photos of the Designated Safeguarding Leads are prominently displayed around the school. Pupils are not promised confidentiality when they report bullying, but they are reassured that they will be supported.

Dealing with Bullying

If the bullying has occurred in school, staff will deal with the matter in accordance with the behaviour policy and appropriate sanctions will be given. Sanctions take into account the special educational needs and disabilities of the child.

Staff work in conjunction with the school's police officer, who may need to investigate further. On occasion the bullying may need to be reported to social services.

If the bullying has taken place outside of school, EPA will work in conjunction with the school's police officer to resolve the situation. Pupils can report the situation to the police by calling 101, or 999 if they are in immediate danger.

Cyberbullying

If a pupil experiences cyberbullying, they should keep a record of the date and time of the calls, emails or texts. Pupils should not delete the messages they receive. The school will work in conjunction with the school's police officer to investigate the issue under the Malicious Communications Act 1988.

The Head Teacher has the power to authorise a member of staff to seize an electronic device from a pupil and examine files or data and delete them when there is good reason to do so. The school does not need parental permission to do this.

If the school has grounds to suspect that the material relates to an offence, it must be passed to the police as soon as possible.

If it is suspected that the device contains pornographic images, the device must not be examined by a member of staff, it must instead be passed to the police as soon as it is practicable to do so.

All members of the EPA community have agreed to an Acceptable Use Policy, this means that electronic school equipment must not be used for malicious purposes.

Where to get help

There are lots of organisations that provide support and advice for those worried about bullying; these are promoted in lessons, form activities and assemblies. They are also on the school website and promoted on the school Twitter account.

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#)
- [The Diana Award](#)
- [Internet Matters](#)
- [Kidscape](#)
- [The UK Safer Internet Centre](#)
- [UK Council for Child Internet Safety \(UKCCIS\)](#)

How will anti-bullying be promoted within the EPA community?

EPA recognises that bullying is best prevented in the first place and therefore aims to promote a culture of anti-bullying behaviour.

All pupils receive form activities and assemblies based around the theme of anti-bullying several times a half-term. Anti-bullying activities also take place in Key Stage 3 within Cultural Studies lessons, which has a focus on anti-discriminatory behaviour.

A website page is dedicated to anti-bullying and use of the school Twitter account will also be made to prevent bullying.

Additionally, Prefects and the School Council have a role in preventing bullying and encouraging pupils to report it, whether they are a victim or they are aware it is happening to someone else.