Anti-Bullying Policy

Tree of Life Educational and therapeutic input Ltd

Review Date: 10/09/26

Policy Lead: Deputy – Sian Hughes

1. Introduction

Tree of Life Educational and therapeutic input Ltd is committed to providing a safe, nurturing, and inclusive environment where every learner feels respected, valued, and supported. We recognise that our pupils, many of whom have SEMH needs, may be more vulnerable to bullying, may experience difficulties in relationships, and may also struggle with behaviours that can be perceived as bullying.

We have a duty to safeguard our learners and actively promote positive relationships, tolerance, and respect in line with the Equality Act 2010, the Children and Families Act 2014, and Keeping Children Safe in Education.

2. Definition of Bullying

Bullying is deliberate, repetitive, or sustained behaviour intended to cause distress, hurt, or intimidation.
This can take the form of:
- Physical: hitting, pushing, damaging property.
- Verbal: name-calling, threats, offensive comments.
- Relational: exclusion, spreading rumours, manipulation.
- Online (cyberbullying): harmful messages, images, or posts via social media, gaming, or other platforms.
- Prejudice-based bullying: linked to SEND, race, gender, sexuality, disability, religion, or family circumstances.

We acknowledge that some behaviours may not be intended as bullying but may still have a negative impact. These will be addressed with sensitivity and restorative support.

3. Aims and Objectives

- To prevent bullying through education, awareness, and positive behaviour approaches.
- To intervene quickly and effectively when bullying occurs.
- To support victims of bullying and help them rebuild confidence.
- To address underlying needs of learners who bully, recognising that their behaviour may be linked to unmet SEMH needs.
- To promote restorative approaches that build empathy, repair relationships, and develop emotional regulation skills.

4. Prevention Strategies

We will:
- Foster a whole-culture of kindness, respect, and tolerance.
- Embed SEMH-focused interventions (social skills groups, nurture groups, and therapeutic approaches).
- Deliver PSHE and RSE sessions on respect, relationships, online safety, and diversity.
- Use staff training to ensure consistent approaches to identifying and responding to bullying.
- Provide safe spaces and trusted adults for pupils to talk to.
- Engage parents/carers in conversations about bullying and support strategies.

5. Reporting Bullying

- Pupils are encouraged to report bullying to any trusted adult.
- Staff must record all concerns on our safeguarding system : CPOMS.
- Parents/carers are encouraged to share concerns promptly.
- All allegations will be taken seriously, investigated, and addressed without delay.

6. Responding to Bullying

1. Initial response: Ensure the pupil is safe, listen carefully, reassure them, and record the concern.
2. Investigation: Gather accounts from pupils, staff, and where appropriate, parents/carers.
3. Action plan: This may include mediation, restorative meetings, sanctions (where necessary), and additional support.
4. Support: Victims will be offered pastoral/therapeutic support; those displaying bullying

behaviour will be supported to understand and change their actions.
5. Follow-up: Staff will review the situation to ensure the bullying has stopped and relationships are being repaired.

7. Roles and Responsibilities

- All Staff: Model respectful behaviour, remain vigilant, report concerns, and support pupils.
- Pastoral/Safeguarding Team: Lead investigations, liaise with families, ensure appropriate support.
- Senior Leadership Team: Monitor trends, ensure training, review policy effectiveness.
- Governors/Trustees: Ensure oversight and accountability of safeguarding and anti-bullying measures.

8. Recording and Monitoring

- All incidents of bullying will be logged.
- Termly reviews of data will be undertaken to identify patterns, hotspots, or vulnerable pupils.
- Outcomes will inform staff training and curriculum planning.

9. Links to Other Policies

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

10. Policy Review

This policy will be reviewed annually, or sooner if there are significant changes in legislation or practice.