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Equality Impact Assessment

of respect for all staff and service users. The intention is to identify, remove or minimise discriminatory practice in relation to the protected characteristics (race,



3 Forms of bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

Bullying related to race, religion or culture.



aware of the school policy and know how to deal with incidents of bullying or other incidents where one or more pupils target another pupil. The Headteacher / Principal reports to the governing body about the effectiveness of the anti-bullying policy on request.

5.2 The Headteacher / Principal and Senior Leadership Team ensure that all pupils who have the cognitive ability to understand bullying, know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher/Deputy Headteacher/Senior Leadership Team draws the attention of pupil to this fact at suitable moments. For example, if an incident occurs, the Headteacher/ Deputy Headteacher/Senior Leadership Team may use restorative justice actions to help everyone involved to understand why the behaviour is wrong and how it affects people.

5.3 The Headteacher / Principal ensures that all staff receive sufficient training to be equipped to identify and report all incidents of bullying.

5.4 The Headteacher / Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

6 The Role of Staff

6.1 Staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They report incidents through CPOMS, and these

6.2 If staff witness an act of bullying, they do all they can to support the pupil who is being bullied. If a pupil is being bullied over a period of time, then a member of the Senior Leadership Team

6.3 Staff actively support anti-bullying strategies by teaching pupils directly about safeguarding issues and cyber-bullying. Information is regularly sent home to parents and carers to further develop parental awareness of safeguarding issues on the internet and mobile devices.

6.4 We keep a record of any bullyr -

