ARNOLD HOUSE SCHOOL

Arnold House School

ANTI-BULLYING POLICY

LAST REVIEW: AUGUST 2026

NEXT REVIEW: AUGUST 2027

REVIEWERS: DEPUTY HEADMASTER, HEAD OF PRE-PREP, DIRECTOR OF WELLBEING, DIRECTOR OF SAFEGUARDING

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1. Policy Statement

Arnold House School is committed to providing a safe, respectful and inclusive environment where all pupils can learn and grow without fear of bullying. Bullying in any form is not tolerated. We take a zero-tolerance approach, supported by strong safeguarding, early intervention, and a culture of kindness.

We recognise that bullying can cause harm emotionally, physically, socially and academically. We are committed to prevention, swift action and long-term support where needed.

This policy aligns with the school's Behaviour Policy, which promotes the core values of being **Ready, Respectful and Responsible**. These principles guide pupil behaviour and support a positive, bullying-free environment.

2. Statutory Framework

This policy is written in accordance with:

- *Keeping Children Safe in Education (KCSIE) 2026*
- *Preventing and Tackling Bullying* (DfE)
- *Equality Act 2010*
- *Education Acts 2002 & 2011*
- *Relationships, Sex and Health Education (RSHE) Guidance 2025*
- *EYFS Framework (2026)*
- Arnold House School's *Safeguarding and Child Protection Policy*
- Arnold House School's *Behaviour Policy*

3. Definition of Bullying

The Department for Education (DfE) defines bullying as:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

Bullying can take various forms, including:

- **Physical** – hitting, pushing, unwanted physical contact
- **Verbal** – name-calling, insults, discriminatory language
- **Emotional** – exclusion, spreading rumours, manipulation
- **Cyber** – use of digital platforms to cause harm (e.g. harassment, deep fakes, disinformation)
- **Prejudicial** – targeting protected characteristics (e.g. race, religion, gender identity, special educational needs, disability)

- **Sexualised / Child-on-child abuse** – including misogyny, sexualised name-calling, harassment

At Arnold House, any form of bullying is treated as a **safeguarding concern** if it places a child at risk of harm.

4. Aims of this Policy

- To make clear that bullying is never acceptable and will be acted upon immediately
- To prevent bullying through education, strong relationships, and supervision
- To ensure all pupils, staff and parents know how to report concerns
- To provide support for victims and appropriate interventions for perpetrators
- To identify patterns and implement systemic responses

5. Scope

This policy applies to:

- All pupils aged 3–13
- All school staff, volunteers, and visitors
- All school-related activities, including off-site events, travel, and online interactions

6. Preventative Approaches at Arnold House

At Arnold House we operate **a data driven whole-school wellbeing model** which embeds a culture of wellbeing. This means wellbeing is not just taught but actively practised and experienced across the community every day. Preventative approaches to anti-bullying within this include:

- **Positive Relationships Framework** – staff and pupils model respect, kindness, and inclusivity in daily interactions.
- **Family & Community Engagement –** Headmaster's weekly newsletter, interactive support for parents through the Tooled-Up platform, workshops, guest speakers, information evenings and charitable partnerships reinforcing kindness and respect beyond school.
- **Staff Training & Modelling** – yearly CPD, consistent language, behaviour management, and awareness of wellbeing strategies across all staff.
- **Restorative Approach** – open dialogue and conflict resolution.
- **Safe Environments** – clear pastoral care system where boys can seek support. Calm spaces (such as the headmaster's garden/quiet area and the library). Peer-mentor support and accessible reporting systems.
- **Celebrating Positives** – recognition of acts of kindness, resilience, and inclusive behaviour.

a) Culture and Ethos

- Promote respect, responsibility and resilience
- Model empathy and positive male identity

- Use assemblies, displays and pupil-led projects to reinforce kindness

b) Curriculum Integration

- **PSHE/RSHE** lessons cover healthy friendships, emotional regulation, online safety, consent, and anti-misogyny
- **EYFS** fosters prosocial behaviour through stories, group work and play
- The **Director of Wellbeing** leads whole-school wellbeing initiatives

Whole School Wellbeing Pathway

- Using literature to explore kindness, empathy, and resilience helps the boys see the impact of bullying and encourages reflection. Embedding reading into lessons, assemblies, and boy-led activities creates a preventative culture where respect and inclusion are the norm.

c) Staff Training and Modelling

- All staff receive annual training in safeguarding and anti-bullying
- Annual CPD, consistent language, behaviour management, and awareness of wellbeing strategies across all staff.
- Behaviour and wellbeing are discussed regularly in staff meetings
- Training includes identifying:
    - Indirect or low-level bullying
    - Child-on-child sexualised language
    - Cyberbullying and digital manipulation

d) Supervision and Environment

- Active adult supervision during high-risk times and areas
- Pupil feedback used to identify bullying "hotspots"
- Clear identification of safe spaces and trusted adults

e) Pupil Voice

- Pupil Anti-Bullying Ambassadors lead awareness initiatives
- Anonymous reporting systems (physical and digital) are in place
- Regular pupil surveys and discussions inform action
- Y8 Wellbeing Ambassador and peer mentors
- Daily Form times
- Assemblies
- School Council
- Votes for Schools

- Partner with charities who come into school to deliver hands on interactive workshops
- House Captains lead anti-bullying awareness assemblies

Whole school initiatives:

- Citizenship Week (our anti-bulling week) and Wellbeing Week

7. Reporting and Responding

a) Reporting

- Pupils, staff or parents can report concerns in person or via school systems (CPoms)/Staff Safe
- All concerns are recorded and triaged by the DSL, Director of Wellbeing and Senior Leadership Team (GT, DC, VM)

b) Response

- All incidents are investigated promptly and fairly
- Sanctions are proportionate and aligned with the Behaviour Policy
- Restorative practices may be used to repair relationships
- Victims are supported through mentoring, regular check-ins and access to counselling
- Perpetrators are supported to understand and change their behaviour
- Where bullying may involve risk of significant harm, the DSL will treat the matter as a safeguarding concern and may involve external agencies

8. Safeguarding Integration

All staff are trained to identify when bullying may constitute child-on-child abuse. Bullying incidents involving:

- Threats or acts of violence
- Discriminatory abuse
- Sexualised behaviour
- Coercion or sustained emotional harm

...must be reported immediately to the DSL, who will determine whether the case requires early help, referral, or police involvement.

9. Monitoring and Review

- All bullying incidents are logged and reviewed termly by the pastoral team

- Annual pupil and parent feedback is gathered and analysed
- The policy is reviewed annually by the SLT and governing body, or sooner if needed

10. Policy Communication

- This policy is available on the school website
- Sent directly to all staff via SafeSmart annually
- Shared with all staff, parents and carers
- Discussed with pupils in an age-appropriate way during PSHE and assemblies
- Key messages displayed throughout the school
- Communicated clearly during parent induction and via school newsletters

11. Staff Conduct and Bullying Allegations

Arnold House School expects all staff and adults working with children to uphold the highest standards of professionalism, care and respect in line with the Staff Code of Conduct.

Bullying or inappropriate behaviour by adults towards pupils, whether verbal, emotional, physical or discriminatory, is never tolerated. This includes:

- humiliation, belittling or sarcasm
- intimidation or threats
- unjust or disproportionate discipline
- discriminatory or prejudiced language
- persistent favouritism or exclusion

Any allegation or concern regarding a staff member's behaviour towards a pupil will be treated seriously and in line with:

- *Staff Code of Conduct*
- *Low-Level Concerns Procedures*
- *Safeguarding and Child Protection Policy*
- *KCSIE (2026)*

Pupils are encouraged to speak to any trusted adult if they feel uncomfortable or mistreated. Concerns can also be raised by parents, colleagues or anonymously through existing reporting systems.

All concerns are reviewed by the DSL and, where appropriate, referred to the Headmaster or the Local Authority Designated Officer (LADO).

This section reinforces the school's commitment to a safe and respectful environment for all pupils—free from any form of harm, regardless of the source.

12. Linked Policies

- Safeguarding & Child Protection Policy
- Behaviour Policy
- Mental Health and Wellbeing Policy
- ESafety Policy
- PSHE & RSHE Policy
- Equal Opportunities Policy
- SEND Policy

Policy Summary Statement

Arnold House School takes a clear and uncompromising **zero-tolerance approach** to bullying. Every child has the right to feel safe, respected and supported in our community. Through prevention, education, and safeguarding, we work together to ensure bullying has no place in our school.

Policy Leads:

- Head of Pre-Prep: Victoria McKenzie
- Deputy Headmaster: David Cox
- Director of Wellbeing: Natalie Hall
- Designated Safeguarding Lead: Elena Gregoriou-Ostojic