

Saol Christian School Anti-Bullying Policy

Saol Christian School is committed to providing a safe, inclusive, and respectful environment for all pupils. This Anti-Bullying Policy outlines the school's approach to preventing and addressing bullying behaviour.

1. Governance and Responsibility

Saol Christian School is governed by the School Administrator, who holds overall responsibility for this policy. The Management Team (Headteachers) are responsible for the day-to-day implementation of anti-bullying procedures.

2. Definition of Bullying

Bullying is defined as unwanted negative behaviour, verbal, psychological, or physical, conducted by an individual or group against another person (or persons), and which is repeated over time. This includes cyber-bullying and identity-based bullying.

3. Types of Bullying

Bullying behaviour may include: • Physical aggression • Verbal abuse or intimidation • Social exclusion • Cyber-bullying • Damage to property • Identity-based bullying, including on grounds such as religion, gender, disability, or race

4. Prevention of Bullying

The school promotes a culture of respect through positive behaviour practices, supervision, education, and awareness. Pupils are encouraged to report concerns and seek support.

5. Reporting and Investigation

Reports of bullying will be taken seriously and investigated promptly by the relevant Headteacher. Records of investigations are maintained in accordance with data protection requirements.

6. Responding to Bullying Behaviour

The school uses a graduated and restorative approach to addressing bullying behaviour, focusing on support, accountability, and the wellbeing of all pupils involved.

7. Safeguarding and Serious Concerns

Nothing in this policy overrides the school's Child Safeguarding Statement. Where bullying behaviour raises a safeguarding concern, child protection procedures will be followed.

8. Records and Data Protection

All records relating to bullying incidents are processed and stored in accordance with the school's Data Protection Policy.

9. Review and Approval

This policy is reviewed periodically and approved by the School Administrator. It will be reviewed at least every two years or sooner if required.

Approval

This Anti-Bullying Policy was approved by the School Administrator of Saol Christian School and is effective from the date of adoption.