



Bishopswood School Anti-Bullying Statement

September 2026

At Bishopswood School, every child and young person has the right to feel safe, respected, included and valued. Bullying is not tolerated. We recognise that our pupils may communicate distress, disagreement or hurt in different ways, and our response is adapted to each pupil's developmental, communication, sensory and regulation needs.

Our approach

Our approach to bullying sits within the Behaviour Policy. It reflects Bishopswood's values of Respectful, Inclusive and Innovative practice, supporting Growth across our community and developing empowered, engaged learners.

We understand that behaviour can be a form of communication. Staff seek to understand what has happened, the impact on others, and what a pupil may be communicating, while maintaining clear boundaries and keeping everyone safe. Support is stage-appropriate rather than age-led and is personalised where needed.

We use proactive support including predictable routines, accessible communication, co-regulation, Zones of Regulation, ELSA support, restorative work where appropriate, and individual Behaviour Support Plans (BSPs) and risk assessments where these are required.

What we mean by bullying

Bullying is behaviour that intentionally hurts or upsets another person and is repeated over time. It can include physical behaviour, unkind or threatening words, exclusion, spreading rumours, discriminatory behaviour, or using online platforms or technology to cause harm.

A single serious incident may not meet the definition of repeated bullying, but it will still be taken seriously, recorded and responded to.

Bullying can include

- **Physical:** hitting, kicking, pushing, damaging belongings or other physical acts intended to hurt or intimidate.
- **Verbal:** name-calling, threats, repeated teasing or comments intended to cause distress.
- **Social or relational:** deliberate exclusion, rumours, coercion or repeatedly undermining relationships.
- **Prejudice-related:** behaviour related to disability or SEND, race, religion or belief, sex, sexual orientation, gender reassignment, appearance or another difference.

- **Online:** messages, images, posts, gaming, social media or other technology used to hurt, humiliate, exclude or threaten.

How we prevent bullying

Staff build trusting relationships and explicitly teach respectful behaviour, emotional literacy, communication, empathy, online safety and regulation. We celebrate difference, promote belonging and challenge prejudice and discriminatory language or behaviour.

Staff know pupils well and remain alert to changes in presentation, patterns of incidents, avoidance, withdrawal, dysregulation or changes in relationships. Pupils are supported to communicate worries using speech, AAC, symbols, visuals, trusted adults or other communication methods appropriate to them.

How we respond

- Make sure pupils are safe and provide immediate support.
- Listen to the pupil using an accessible communication approach and establish what has happened.
- Record bullying, including cyber-bullying, on CPOMS and report it to the DSL/DDSL at the earliest opportunity.
- Investigate proportionately, considering context, communication, SEND, safeguarding and the impact on the pupil who has been harmed.
- Support the pupil who has been harmed and provide appropriate support to the pupil who has displayed the behaviour, without minimising the impact.
- Inform and work with parents/carers as appropriate and involve external professionals where needed.
- Review BSPs, risk assessments, supervision or other support where incidents identify new triggers, risks or strategies.
- Follow up to check that the behaviour has stopped and that pupils feel safe.

Safeguarding

Bullying may indicate or create a safeguarding concern. Where this is the case, staff must follow the Child Protection Policy and refer the concern to the DSL/DDSL without delay. Behaviour management and recording do not replace an appropriate safeguarding response.

If you have a concern

Parents/carers should speak to their child's class teacher or a member of the safeguarding team, or contact the school office at admin@bishopswoodschool.co.uk. Pupils can speak or communicate with any trusted member of staff. Concerns will be listened to, recorded where appropriate and followed up.

Our message

Everyone belongs at Bishopswood. We expect respectful behaviour, promote inclusion and help pupils develop safer and more effective ways to communicate and manage difficulties. We take bullying seriously, support those affected and work together to restore safety, relationships and readiness to learn.