

IVYBRIDGE COMMUNITY COLLEGE

ANTI-BULLYING POLICY 2025/2026

Senior member of staff responsible for this policy:	Matt Annis / Charlotte Hanton
Principal:	Rachel Hutchinson
Contact details:	icc@ivybridge.devon.sch.uk
This policy will be reviewed by the College on	November 2026

1. Purpose

- To ensure that all students can learn in a safe, respectful, and inclusive environment free from bullying.
- To promote our Telling Culture in which bullying is not tolerated, and where all members of the College community understand that reporting (Telling) is valued, supported, and expected.
- To set out clearly what bullying is, how to report it, how incidents are investigated, and how victims and those who bully are supported.

2. Scope

This policy applies to all students, staff, volunteers, visitors, and any other community members in the College. It covers:

- Bullying in College time and on College premises.
- Bullying on journeys to and from College.
- Bullying outside College but where it affects the student within school (including online / social media).
- Bullying of staff by students, students by staff, and child-on-child bullying.

3. Definitions

Bullying is any behaviour by an individual or group that is:

- **Repeated over time**
- **Deliberate and hurtful** (physically or emotionally);
- **Imbalance of power:** the bully may have physical or social power, or exploit vulnerability or group behaviour;
- Includes, but is not limited to:
 - Verbal (name-calling, insults, threats)
 - Physical (hitting, pushing, damaging property)
 - Emotional/social (exclusion, spreading rumours, deliberately ignoring or isolating someone)
 - Cyberbullying (messages, images, social media, phones, etc.)
 - Prejudice-driven bullying (race, religion, gender identity, sexual orientation, disability, background etc.)

4. Values and Principles

- **Respect:** Every individual has the right to be treated with dignity.
- **Integrity:** Every individual will be supported to do the right thing.
- **Compassion:** Every individual has the responsibility to treat others with kindness and the right to be treated with kindness.
- **Responsibility:** All members of Ivybridge Community College share the responsibility to prevent bullying.

- **Telling Culture:** Students are encouraged, and will be supported, to speak up if they are being bullied or if they witness bullying. Reporting is not “telling tales” but doing the right thing.
- **Fairness and Support:** Both victims and those accused will be treated fairly. The priority is to stop the bullying, repair harm, and restore wellbeing.
- **Zero Tolerance:** Bullying in any form is not acceptable.

5. Roles and Responsibilities

Who	Responsibilities
Student	<ul style="list-style-type: none"> • Refuse to take part in bullying. • Be an active part of our Telling Culture. • Tell a trusted adult (teacher, tutor, Anti-Bullying Mentor, Pastoral or Safeguarding team) if they are bullied or see bullying happening. • Support peers who are being bullied; do not be a bystander.
Staff	<ul style="list-style-type: none"> • Act promptly on any reports of bullying. • Create a classroom atmosphere of respect; model positive behaviour. • Participate in training to recognise signs of bullying. • Ensure all students know how to report bullying.
Anti-Bullying Ambassadors / Peer Support	<ul style="list-style-type: none"> • Be visible and approachable. • Help encourage Telling Culture among peers. • Work with staff in awareness raising and prevention.
Senior Leadership / Safeguarding Team	<ul style="list-style-type: none"> • Oversee the implementation of this policy. • Ensure all incidents are handled correctly. • Review data on bullying to spot trends and intervene. • Communicate with parents/carers when appropriate.

6. Reporting (“Telling”) Procedures

- Students may report bullying by speaking to any trusted adult in the College (teacher, tutor, Pastoral Leader, Anti-Bullying mentor, Safeguarding Team).
- There must be **multiple pathways** for reporting, to suit different situations and comfort levels (face to face, via email, via Telling Culture post boxes)
- Reports should be treated seriously, confidentially, and without delay.
- No student who reports bullying in good faith will be penalised or made to feel responsible.

7. Investigation and Response

- On receiving a report, staff will:
 1. **Listen:** Hear the student, gather facts from all involved.
 2. **Document** the incident promptly.
 3. **Assess** risk: is there immediate danger? Is this a safeguarding issue?
 4. **Intervene:** take steps to ensure the victim’s safety; stop ongoing bullying.
- The process will be fair, consistent, and proportionate. Possible actions include:
 1. Mediation or restorative practice

2. Warnings to the bully and/or parents/carers
 3. Sanctions in accordance with Behaviour Policy
 4. Referral to external agency or pastoral support
 5. In serious cases, exclusion or external agency involvement
- A plan will be put in place for support of the victim, including monitoring and checking in, and for the bully, including helping them to understand impact and to change behaviour.

8. Prevention and Education

- Regular Assemblies, PSHE sessions on bullying, kindness, respect, empathy and digital citizenship.
- Anti-Bullying Week and other awareness days.
- Culture Fest and Schools Diversity Week coordinated by the College Equality Lead
- Cross-curricular, for example Black History Month and LGBTQ+ History Month
- Workshops, peer mentoring, student leadership opportunities.
- Restorative education for prejudicial incidents by the College Equality Lead
- Visible displays around the College promoting "Telling Culture "and what constitutes bullying.
- Training for all staff (teaching and non-teaching) on recognising, preventing and dealing with bullying.
- Year 12 Anti-Bullying mentors to support victims and perpetrators

9. Recording, Monitoring and Review

- All bullying incidents will be recorded in a central system by the Safeguarding / Pastoral team.
- Incidents that involve protected characteristics are also reported to the Equality Lead to support restorative intervention
- Incidents that involve protected characteristics are also reported to Devon County Council through the BPRI online form.
- Data will include what happened, who was involved, where and when, actions taken, outcomes.
- Regular review of this data to identify patterns (e.g. particular times, locations, forms of bullying, groups affected).
- Feedback from students, staff and parents on how the policy is working.
- Policy to be reviewed at least annually, or earlier if needed (e.g. due to changes in law or significant incidents).

10. Parent / Carer Involvement

- Parents/carers will be informed when their child is involved (both as victim or bully) as appropriate.
- Guidance given to parents/carers on how to talk about bullying, how they can support their child, and when to contact the College.
- Collaboration between home and College to ensure consistent messages and support for the student.

11. Links with Other Policies

This policy should be read alongside:

- [Safeguarding and Child Protection Policy](#)
- [Behaviour Policy](#)
- [Online Safety Policy](#)
- [Equality, Diversity & Inclusion Policy](#)
- [Suspensions & Exclusions Policy](#)

12. Review and Amendments

- This policy will be reviewed annually by the Pastoral / Safeguarding and Senior Leadership Teams.
- Student and staff voice will be considered in the review (surveys, forums).
- Amendments will be approved by the designated authority (Senior Leadership).