Anti-Bullying Policy

Issue:	V1
Issue Date	July 2026
Review Date	July 2027
Applies to	All employees, agency staff, volunteers, contractors and anyone working under the direction of the school.
School type	Independent special school
Location	Kent County Council
Ratified date	28/07/2026
Review cycle:	Annually

Headteacher / DSL	Victoria Early V Early	**Date: 28/07/2026**

Rationale

OMG School Kent (OMG) is opposed to bullying and will not tolerate bullying in any form. It is entirely contrary to the values and principles we work and live by. All staff and students of OMG have the right to work in a secure and safe environment.

We recognise that bullying is corrosive to students' well-being and their mental and physical health and is detrimental to everyone at OMG.

We also recognise that the response to bullying should not be just punitive towards the perpetrator but also explore the reasons behind the behaviour and aim to prevent recurrence by dealing with the underlying issues through a restorative approach. This should also aim to develop the bully's emotional intelligence and empathetic skills. In the long term, we believe this will lead to a more permanent and constructive solution to the problem.

Mission Statement

OMG actively promotes positive interpersonal relations between all young people accessing the services of OMG.

The latest DfE advice - Preventing and Tackling bullying, was updated in July 2017. Within the advice, the DfE is clear that schools will be accountable through the current Ofsted framework, and schools should be able to demonstrate the impact of anti-bullying policies.

OMG Principles

- Discuss, monitor and review our Anti-Bullying policy regularly *(Regularly in this context means as a minimum annually, but amendments will be expected more frequently than this through staff training and development)*
- Support staff to promote positive relationships and identify and tackle bullying appropriately

- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively, that students feel safe to learn, and that students abide by the anti-bullying policy.
- Report back to parents/carers regarding their concerns about bullying and deal promptly with complaints. Parents/carers, in turn, work with the school to uphold the anti-bullying policy
- Seek to learn from good anti-bullying practices elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate

OMG has an enduring interest in the welfare and conduct of its students and will respond positively to any information it receives about bullying outside OMG premises.

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example, on the grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children or perceived differences.

Bullying can include (but is not limited to): name-calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through websites, social networking sites and instant messenger), sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

Forms of Bullying Covered by this Policy

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

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyberbullying

Preventing, Identifying and Responding to Bullying

Ms Victoria Early (Headteacher) will have overall responsibility for student relations – with a focus on bullying, and will support all staff to:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying, including through the curriculum, through displays, through peer support.

- Train all staff to identify bullying and follow our policy and procedures on bullying.
- Actively create safe spaces for vulnerable children and young people
- Incidents will be recorded electronically using OMG MIS, allowing staff to identify trends and focus our measures and resources appropriately
- Deal with bullying in a way that looks at the underlying causes as well as the particular incidents

Involvement of Students

We will:

- Regularly monitor children and young people's views on the extent and nature of bullying
- Ensure students know how to express worries and anxieties about bullying
- Include bullying as a standing item on the team meeting agenda
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve students in anti-bullying campaigns
- Challenge bullying through restorative approaches
- Publicise the details of helplines
- Offer support to students who have been bullied
- Work with students who have been bullying in order to address the problems they have

Liaising with Parents and Carers

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents/carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school that give rise to bullying.

Links with Other School Policies and Practices

This policy links with a number of other policies, practices and action plans, including:

- Complaints and Compliments Policy and Procedure
- School Behaviour Policy
- Accident/Incident Reporting Policy

Monitoring and Review: Policy into Practice

We will review this policy at least annually, as well as if incidents occur that suggest the need for review. We use the guidance from the DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Responsibilities

This policy ensures that everyone understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

Appendix 1

Sources of Information and Support

Anti-Bullying Alliance (ABA) http://www.antibullyingalliance.org
National Healthy Schools Programme https://www.london.gov.uk/what-we-do/health/healthy-schools-london/awards/home
Ofsted https://www.gov.uk/government/organisations/ofsted
Britkid http://www.britkids.org
ChildLine http://www.childline.org.uk
Children's Legal Centre http://www.childrenslegalcentre.com
Diana Princess of Wales Memorial Award for Young People https://diana-award.org.uk/
Educational Action Challenging Homophobia (EACH) http://www.eachaction.org.uk
Kidscape http://www.kidscape.org.uk
Leap Confronting Conflict http://www.leapconfrontingconflict.org.uk
Mencap http://www.mencap.org.uk
National Autistic Society https://www.autism.org.uk
National Children's Bureau http://www.ncb.org.uk
National Society of Prevention of Cruelty to Children (NSPCC) http://www.nspcc.org.uk
Parentline Plus http://www.parentlineplus.org.uk
Young Minds http://www.youngminds.org.uk