Anti-Bullying Policy

Ethos Statement

TAO Independent School is committed to a restorative culture where respect, empathy, and accountability guide all relationships. Bullying in any form, verbal, physical, online, or indirect, will not be tolerated.

Purpose

To prevent, identify, and respond effectively to bullying, ensuring every pupil feels safe, valued, and supported.

Definition

Bullying is repeated behaviour by an individual or group that intentionally harms another person physically or emotionally, including via digital means.

Preventive Approach

- Mentoring and 1:1 keyworker supports daily mindfulness and restorative practices, embedding empathy and responsibility.
- Staff receive information and training on recognising, preventing and responding to bullying appropriate to their role, responsibilities and identified need
- PSHE and RHSE curricula explicitly teach kindness, equality, respect and tolerance whilst also promoting valuing differences and online safety.
- Teaching addresses prejudice-based bullying and discrimination, including racism, faith-based prejudice, disability, sex, sexual orientation and other protected characteristics, alongside online harm and respectful relationships.
- The Behaviour & Relationships Policy and Safeguarding & Child Protection Policy reinforce expectations and outline escalation procedures.
- The Online Safety Policy and computing curriculum covers cyberbullying prevention and response.
- This policy operates in conjunction with the Equality & Diversity Policy to promote mutual respect and eliminate discrimination.

Reporting & Response

- All allegations are taken seriously and recorded on the school's digital safeguarding system.
- The DSL monitors patterns and ensures appropriate safeguarding, pastoral and behavioural support for the pupil experiencing bullying and the pupil displaying harmful behaviour.
- Restorative meetings, mediation and proportionate behavioural responses are used where appropriate in accordance with the Behaviour Management Policy.
- Parents/carers and, where appropriate, relevant Local Authority or other professionals are informed of serious or repeated incidents.
- Pupils are encouraged to share concerns with any trusted adult and are supported to report concerns in ways appropriate to their age, communication needs and individual preferences.
- All bullying concerns are assessed for safeguarding thresholds and escalated to the DSL where required, in line with the Safeguarding Policy.
- Bullying may constitute child-on-child abuse where behaviour is serious, harmful, discriminatory, sexualised, coercive or otherwise raises safeguarding concerns. Racist, faith-targeted and other prejudice-based harm is recognised as potentially significant harm in its own right.

Monitoring & Evaluation

Bullying concerns and patterns are reviewed as part of the School's safeguarding and behaviour quality-assurance arrangements. Significant, recurring or emerging concerns are escalated to the Headteacher/DSL and, where appropriate, provide assurance to the Proprietor..

Linked Policies

Behaviour & Relationships Policy

• Safeguarding & Child Protection

• Keeping Children Safe in Education 2026

• Online Safety

• Equality & Diversity Policy

• Complaints Policy

Legal Framework & Review

This policy has been developed with reference to the following legislation and guidance:

- DfE Preventing and Tackling Bullying (2017)
- Education (Independent School Standards) Regulations 2014
- Equality Act 2010
- Keeping Children Safe in Education 2026

Version Updates

Version	Date	Author	Review / Changes	Approved By
2.0	09/09/26	Daniel Giblin	09/09/27	Headteacher / Proprietor

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