Broad Square Primary School



Anti-Bullying Policy

Created by: Headteacher

Date Original Created: September 2021

Updated on:	Changes made / notes:
September 2024	Reviewed and agreed.
November 2026	Policy reviewed and updated in line with current DfE guidance and KCSIE 2026. Strengthened definitions, safeguarding procedures, reporting and recording arrangements, preventative measures and monitoring. Updated terminology and references to relevant legislation and school policies.

Anti-Bullying Policy

"Providing safe and happy places to learn is essential to achieving school improvement, raising achievement and attendance, promoting equality and diversity, and ensuring the safety and well-being of all members of the school community." (DfE, 2007).

Broad Square Primary School is a place in which young people flourish both academically and socially. We aim to foster a healthy and safe community where individuals take responsibility for themselves and show respect for others emphasising the importance of positive relationships amongst all members of the academy community.

Statement of Intent

Broad Square Primary School is committed to ensuring that students learn in a supportive, caring and safe environment, without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Definition

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally. Bullying often involves an imbalance of power, which may arise from differences in physical strength, social status, group size, perceived vulnerability or access to information.

Bullying can occur face-to-face or online, both within and outside the school environment. Although bullying is generally characterised by repeated behaviour, a single serious incident may constitute harassment, discrimination or child-on-child abuse and will be addressed appropriately under the school's safeguarding and behaviour procedures.

The school recognises the importance of distinguishing bullying from isolated disagreements or friendship difficulties. However, all reports of harmful behaviour will be taken seriously, investigated and responded to appropriately.

Bullying can take many forms, including but not limited to:

- **Physical:** Hitting, kicking, pushing, damaging belongings or other forms of physical aggression.
- **Verbal:** Name-calling, insults, threats, teasing or spreading malicious rumours.
- **Emotional or social:** Deliberate exclusion, intimidation, humiliation, manipulation or isolating individuals.

- **Racist:** Bullying relating to race, ethnicity, nationality, culture or perceived background.
- **Religious:** Bullying relating to religion, belief or lack of religious belief.
- **Homophobic, biphobic or transphobic:** Bullying relating to actual or perceived sexual orientation or gender identity.
- **Sexist or sexual:** Sexist language, sexual harassment, unwanted sexual comments or inappropriate sexual behaviour.
- **SEND or disability-related:** Bullying targeting pupils because of a disability, special educational need or perceived difference.
- **Online or cyberbullying:** Harmful behaviour through social media, messaging platforms, online games, group chats, image-sharing or other digital technologies.
- **Family or personal circumstances:** Bullying relating to family background, care experience, appearance, financial circumstances or other personal characteristics.

Bullying may be motivated by prejudice relating to protected characteristics under the Equality Act 2010. The school will take appropriate steps to prevent and respond to discriminatory behaviour and promote equality, inclusion and respect.

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying may occur to anyone and this policy is inclusive of the bullying of school staff, whether by pupils or parents.

Bullying can damage a person’s confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

Child-on-Child Abuse and Safeguarding

The school recognises that bullying may constitute a form of child-on-child abuse and that children can experience harm from other children, both within and outside the school environment.

All staff must remain vigilant to incidents involving physical abuse, sexual harassment, sexual violence, discriminatory behaviour, online abuse, intimidation or other harmful conduct between pupils.

Where an incident raises safeguarding concerns, staff must follow the school's Child Protection and Safeguarding Policy and report concerns promptly to the Designated Safeguarding Lead (DSL) or a deputy DSL.

Incidents will be considered on an individual basis, with appropriate support and protective measures put in place for those affected. Where necessary, the school will

seek advice from or make referrals to relevant external agencies, including children's social care and the police.

The school recognises that children displaying harmful behaviour may themselves have additional needs or vulnerabilities and will consider appropriate support alongside any necessary response.

School Objectives

To prevent, de-escalate and/or stop any continuation of harmful behaviour.

To react to bullying incidents in a reasonable, proportionate and consistent way.

To safeguard the pupil who has experienced bullying and to trigger sources of support.

To apply disciplinary sanctions to the student causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

To work with the pupil and their family to unpick why such behaviour may be occurring.

To provide support effectively to any pupil who has been involved in a bullying incident.

Policy Aims

All students, parents, staff and governors should have an understanding of what bullying is.

Staff and governors should follow the school policy when bullying is reported or suspected.

All students and parents should know what bullying is and inform a member of staff if bullying arises.

The school will always take bullying seriously. We use a range of proactive and reactive strategies to combat and prevent bullying.

Reporting Procedures

If bullying is suspected or reported, the incident with be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident with be recorded and passed to one of the designated safeguarding leaders.

DSLs will investigate the incident and record outcomes on the files of those involved, confidentially using CPOMS.

Class teachers will be kept informed and asked to monitor the behaviour of the pupils concerned.

Parents / carers will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected pupil (or their parent) but speak to a member of staff.

Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied student according to the particular incident/s.

Pupils who are victims of bullying will be offered the opportunity to discuss their experience with their class teacher, teaching assistant, Pastoral Support Manager or another member of staff, be offered support in terms of access to the support to restore self-esteem and build confidence.

Pupils who have bullied will be helped by; discussing what happened, discovering why the pupil became involved and establishing a sense of wrong-doing. Parents/carers will be informed to help change the attitude and behaviour of the student.

In agreement with both parties involved, there will also be the opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes.

The following steps may be taken:

- Official warning to child and parents
- Exclusion from certain areas of the school premises or certain activities
- Reflection Time
- Referral to senior staff and/or external agencies e.g. School Behaviour Inclusion Service, Police Liaison Officer, SENDCo.
- Internal fixed term exclusion
- External fixed term suspension or permanent exclusion
- Mediation

Prevention

The school promotes an inclusive, respectful and safe environment through its Relationships and Behaviour Policy, Personal Development curriculum, PSHE and Relationships, Sex and Health Education (RSHE).

Pupils are taught about healthy relationships, respectful behaviour, equality, diversity, online safety and the importance of reporting bullying or harmful behaviour.

Staff will actively challenge discriminatory language, prejudice-based behaviour and harmful attitudes, ensuring that all pupils feel valued and included.

The school recognises that some pupils, including those with SEND, disabilities, care experience or other vulnerabilities, may be at increased risk of bullying. Appropriate preventative measures and reasonable adjustments will be considered to support their safety, wellbeing and inclusion.

As a school we use a range of proactive strategies to prevent bullying. These include;

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities, in particular a PSHE curriculum in class and in assemblies, where issues of diversity are discussed and anti-bullying messages are drawn out.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying
- e.g. Anti-Bullying Week in November of each year
- Whole school assemblies.
- Pupil surveys.
- Excellent supervision at playtimes from staff members / full of beans and through the use of the Y6 Buddying system.
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school.

Development, Monitoring and Review

We plan to:

Monitor, evaluate and review our anti-bullying policy annually and share with the full governing body.

Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively and seek feedback from students via the School Council and annual pupil questionnaires.

This policy is available in alternative languages and formats upon request. Parents and carers who require an alternative version should contact the school office.

Related Policies and Guidance

This policy should be read alongside the following school policies:

- Child Protection and Safeguarding Policy
- Relationships and Behaviour Policy
- Online Safety Policy
- Equality Information and Objectives
- SEND Policy
- Complaints Policy

The policy has been informed by relevant legislation and Department for Education guidance, including:

- Keeping Children Safe in Education (2026)
- Behaviour in Schools
- Preventing and Tackling Bullying
- Suspension and Permanent Exclusion statutory guidance (July 2026)
- Equality Act 2010
- Education and Inspections Act 2006

Signed (Headteacher)

Mrs C. Foden

Signed (Chair of Governors)

R. Morgan

Date: 04/11/2026