



# **Anti-Bullying Policy**

## **Broadmayne First School**

**Approved by:  
Governing Body**

**Date:** July 2021

**Last reviewed on:  
July 2021**

**Next review due by:** July 2022



Broadmayne First School is committed to working with the school community to ensure the safety and wellbeing of children and families.

The purpose of this policy is:

- ❖ To prevent bullying from happening between people who are part of our school community.
- ❖ To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- ❖ To provide information to all staff, volunteers, children and families about what we should do to prevent and deal with bullying.

### **What is bullying?**

At Broadmayne First School, bullying is defined as abusive behaviour that:

- Is repeated
- Is targeted at a particular person
- Is intended to hurt someone either physically or emotionally
- involves an imbalance of power

At Broadmayne First School we believe that:

- ❖ Children and young people should never experience abuse of any kind.
- ❖ We have a responsibility to promote the welfare of all children, in order to keep them safe.
- ❖ We must always practice in a way that protects the physical and emotional wellbeing of our children.

At Broadmayne First School, it is recognised that:

- ❖ Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm.
- ❖ All children, regardless of age, gender, disability, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm and abuse (see Equality Policy for further info).
- ❖ Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.



### **Preventing Bullying At Broadmayne First School**

In order to prevent bullying, Broadmayne First School commits to the following measures:

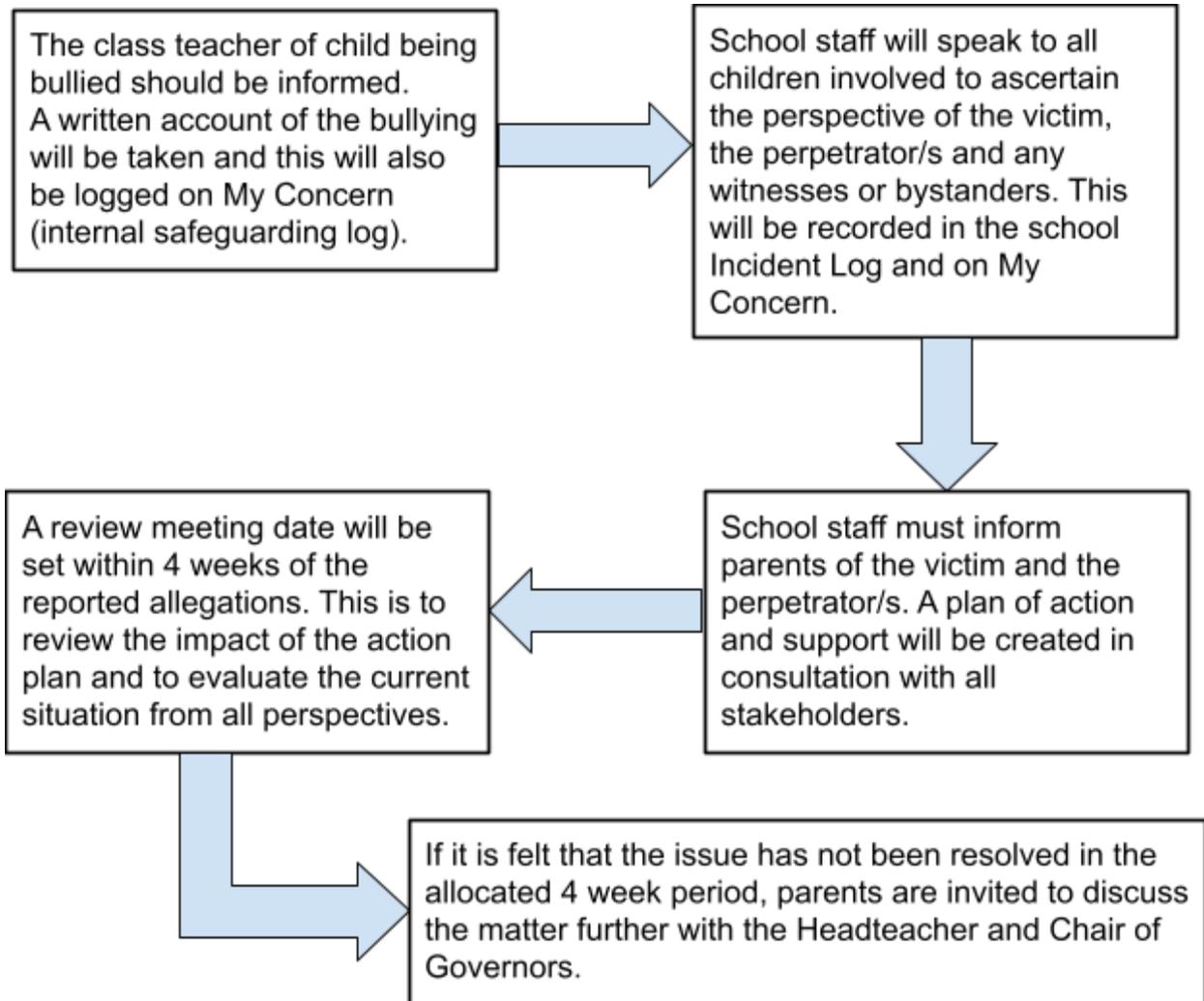
- ❖ A Code of Conduct, developed in consultation with all stakeholders, sets out how everyone in the school is expected to behave. This covers face to face contact and online behaviour and is applicable within school and during off site visits (see Behaviour Regulation Policy and Code of Conduct for further info)
- ❖ Regular discussions with staff, volunteers, children, young people and their families, ensures that anyone within the school community understands what bullying is and how to prevent it.
- ❖ Regular e-safety discussions take place across all year groups, identifying any trends or popular games that staff should be aware of.
- ❖ Training and support will be provided for all staff and regular volunteers on dealing with all forms of bullying, including cyber, racial, sexist, homophobic and sexual bullying.
- ❖ A clear and robust procedure for reporting, investigating and dealing with reports of bullying is in place.
- ❖ Response to allegations of bullying are treated in an objective and fair manner, taking into account
  - The needs of the person being bullied
  - The needs of the person displaying bullying behaviour
  - The needs of any bystanders
  - The policies, procedures and values of the whole school.
- ❖ A review of any plans implemented to deal with allegations of bullying will take place, in order to ensure that the problem has been resolved long term.

At Broadmayne First School, staff understand that children will sometimes have disagreements and “one off” incidents. Children involved in these incidents will be supported in line with the school Behaviour Regulation Policy. It is important to consider the definition of bullying prior to making an allegation. A useful acronym when evaluating an incident is STOP. If the behaviour has happened **Several Times On Purpose**, it could be seen as bullying.



### **What to do if you think a child is being bullied**

Broadmayne First School takes all allegations of bullying very seriously. If it is thought that bullying is taking place, the following procedure will be implemented:





### **Related Policies and Procedures**

- ❖ Child Protection and Safeguarding Policy
- ❖ Behaviour Regulation Policy
- ❖ Code of Conduct
- ❖ Equality Policy
- ❖ Accessibility Policy
- ❖ Keeping Children Safe in Education  
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- ❖ Managing allegations against staff and volunteers
- ❖ Whistleblowing Policy
- ❖ HeartSmart PSHE curriculum
- ❖ E-Safety/Computing Curriculum

### **Contact Details**

#### ***Nominated anti-bullying lead***

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#### ***Deputy DSL***

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#### ***NSPCC HELPLINE***

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