



Anti-Bullying Policy

Broadmayne First School

**Approved by:
Governing Body**

Date: May 2022

**Last reviewed on:
May 2022**

Next review due by: June 2023



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 behave 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.



Peer-on-peer abuse

We recognise that children are capable of abusing their peers. Abuse will never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”, as this can lead to a culture of unacceptable behaviours and an unsafe environment for pupils.

We also recognise the gendered nature of peer-on-peer abuse. However, all peer-on-peer abuse is unacceptable and will be taken seriously.

Most cases of pupils hurting other pupils will be dealt with under our school’s behaviour policy, but we will refer to the child protection and safeguarding policy to address any allegations that raise safeguarding concerns.

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.

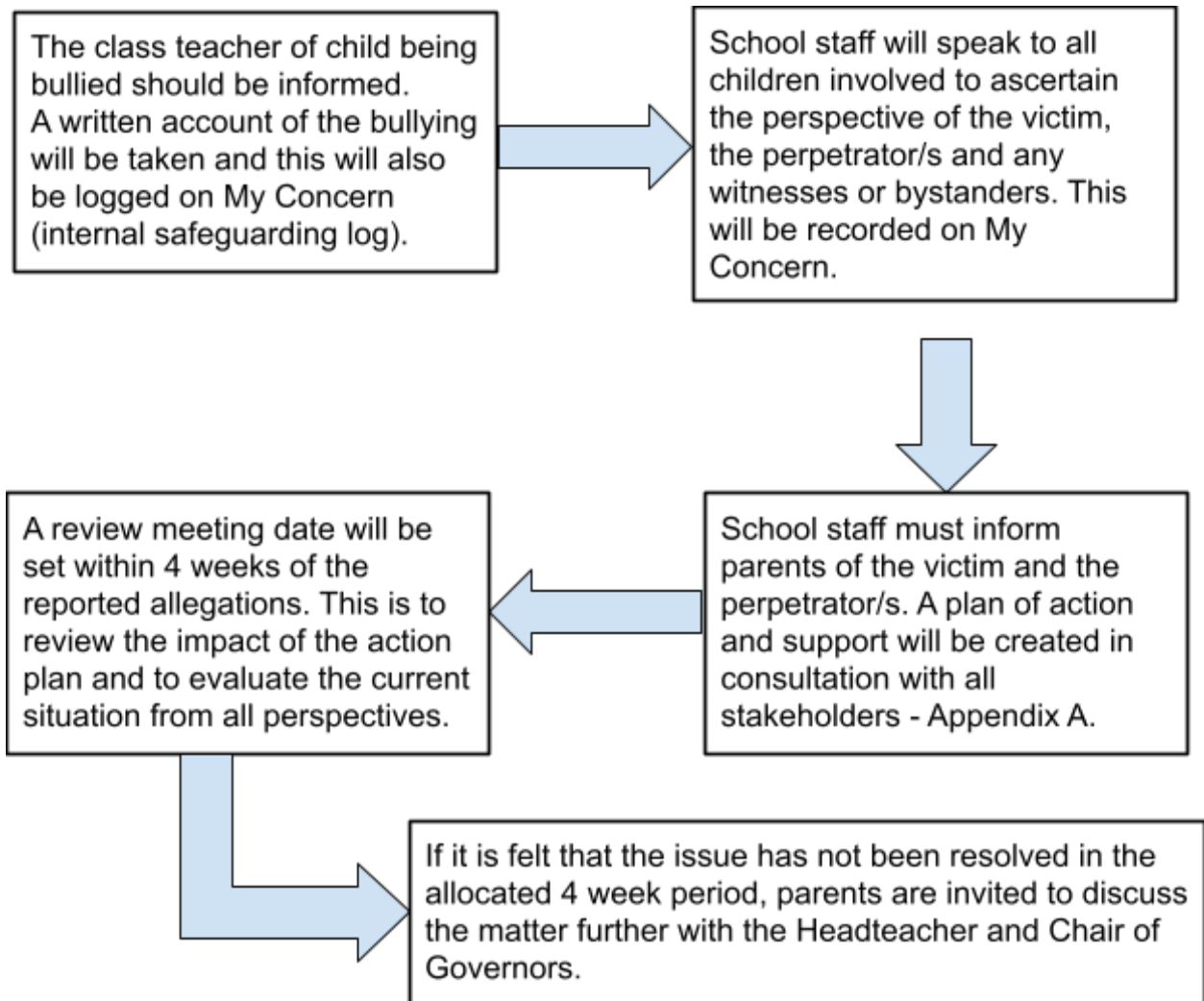


At Broadmayne First School, staff understand that children will sometimes have disagreements and “one off” incidents. Children involved in these incidents will be supported in line with the school Behaviour Regulation Policy. It is important to consider the definition of bullying prior to making an allegation. 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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Designated Safeguarding Lead (DSL)

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NSPCC HELPLINE

0808 800 5000



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Appendix A - Plan of Action and Support



Broadmayne First School Anti Bullying Plan of Action and Support

Date of Plan

Who is the plan for?

Plan completed by

Due for review (no more than 4 weeks)

Who is affected?	Action/support	Who is responsible for overseeing the action?

This is a dynamic plan and will be revisited regularly to ensure it is reasonable and appropriate. All incidents should be logged on My Concern - do not record them on this document. This document should be added to My Concern once agreed.