



Bracebridge Infant and Nursery School

Policy	Anti-Bullying Policy
Policy Revision	8
Date original adopted	September 2018
Date last reviewed	January 2025
Date for next review	January 2026

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Aims and objectives

The aim of the anti-bullying policy is to ensure that our pupils learn in a supportive, caring and safe environment without fear of being bullied.

This policy outlines what Bracebridge Infant and Nursery School will do to prevent and tackle all forms of bullying

Bracebridge Infant and Nursery School are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Links with other school policies and procedures

This policy links with several school policies, practices and action plans including:

- Behaviour and discipline policy
- Complaints policy
- Child Protection policy
- Confidentiality policy
- Acceptable Use Policies (AUP)
- Curriculum policies, such as, RSE/RSHE, PSHE, citizenship and computing
- Mobile technology and social media policies
- Child on Child Abuse
- Low level concerns

Responsibilities

It is the responsibility of:

- The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Trustees to take a lead role in monitoring and reviewing this policy.
- All staff, including trustees, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Definition of bullying (including racist, sexist and homophobic bullying):

Bullying can be defined as ‘behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally’. (DfE ‘Preventing and Tackling Bullying.)

Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bracebridge Infant and Nursery School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

Name-calling is the most common direct form of bullying. It may be related to ethnic origin, nationality or colour, sexual orientation or some form of disability.

Bullying is recognised by Bracebridge as being a form of child-on-child abuse; children can abuse other children;

- 1) Abuse is abuse and it should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.
- 2) We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
- 3) All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Pupils are encouraged to report any bullying.

Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to face, religion, faith and belief for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic)
 - Gender based bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

School Ethos

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Pupils, staff and parents are informed that we do not condone bullying in any form.

Pupils at Bracebridge Infant School will be cared for in a safe and secure environment. Any reported or observed incidents of bullying will be recorded, taken seriously and dealt with by members of staff, including Senior Leadership when appropriate. Bracebridge recognises that all form of bullying, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequence for mental wellbeing.

By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential – believe and achieve to ‘be the best that we can be’

Pupils know that they will be listened to immediately and that it is important to ‘tell’. Pupils will know who to tell and will have the means to speak confidentially through systems set up as part of our PSHE education and our values work which underpin the whole school ethos and have a strong part to play in this area. Our values and the understanding behind them will also help our children to understand how these support us in respecting others.

Parents will be kept fully informed and where necessary invited into school to discuss any incidents. Parents are aware of our commitment to their children’s emotional wellbeing and are always welcome to discuss any issues or concerns.

Procedures for recording and reporting bullying behaviour

The following steps may be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern
- The school will provide appropriate support for the person being bullied-making sure they are not at risk of immediate harm and will involve them in any decision -making, as appropriate, ensuring that they feel safe
- The DSLs will be informed of all bullying concerns, especially where there may be safeguarding issues
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures, using the Bullying Log found in the Purple folder in the cove. This will then be passed onto the Headteacher/DSL who will also record appropriate details regarding decision and actions taken and attached to safeguarding log.
- The school will speak with and inform other staff members, where appropriate
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with Child protection and confidentiality policies.
- Sanctions will be used as appropriate in line with school’s behaviour policy and in consultation with all parties concerned
- If the incident is of a racist nature then a Racist Incident form will be completed and returned to the Local Authority
- Racist incidents are reported termly to the Board of Trustees
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or Children’s Services or Early Help if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will do everything it can to support the children involved and where necessary, the DSL or headteacher will report any concerns to the relevant services if we deem that we cannot resolve this within our school behaviour policy or this policy. However, there are limits to this policy and parents/families should work with school to understand this when the need arises.

Cyberbullying

When responding to cyberbullying concerns, the school will:

-Act as soon as an incident has been reported or identified.

- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems
 - identifying and interviewing possible witnesses
 - Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. (We will access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully).
 - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply.
 - providing advice on blocking or removing people from contact lists.
 - helping those involved to consider and manage any private information they may have in the public domain.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support . this may include working and speaking with staff, offering formal counselling, engaging with parents and carers
- Work together to restore self-esteem and confidence.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include through Early Help

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change
- Discovering why the pupil became involved
- Providing appropriate help and support regarding their behaviour or actions.
- Informing parents or guardians to help change the attitude of the pupil.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy. This may include:

-official warnings

-internal exclusions

removal of privileges (including online access when encountering cyberbullying concerns)

-in extreme or repeated cases, fixed-term or permanent exclusions.

Supporting Adults

At Bracebridge, we take measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Disciplinary steps following incidences of bullying:

The following disciplinary steps may be taken in addition to the support and restoration steps listed above:

- Apologise to the victim(s) verbally or in writing;
- Lose privileges;
- Lose playtimes (stay with class teacher, write lines or do extra work);
- Stand outside the Headteacher's office;
- Spend playtimes and lunchtimes with an adult;
- Parents will be invited in to school;
- Be removed from class and work in isolation;
- Report to the Headteacher or Senior Teacher
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum;
- Fixed term exclusion;
- Permanent exclusion

The curriculum and other preventative measures

The PSHE/SMSC/RSE curriculum underpins the whole ethos of the school and is designed to support positive relationships and prevent any form of bullying in school and in the wider community.

Strategies adopted by the school include:

- The general school environment is inclusive and one which promotes a culture of mutual respect, consideration and care for others
- Supervision at lunchtimes, breaks, before and after school
- Supervised internet access and blocking of 'chat' sites in school
- The use of Together Times to ensure British Values, School Values and protected characteristics are taught and an intrinsic part of everyday life- openly discuss and celebrate differences between people
- The use of outside agencies such as NSPCC and Buddy to raise awareness
- Participation annually in 'Anti-Bullying Week' activities
- Curricular approaches to anti-bullying
- Recognise the potential for children with SEND to be disproportionately impacted by bullying and will implement additional pastoral support as required
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved
- Challenge practice and language (including 'banter') which does not uphold the schools values
- Actively create 'safe spaces' for vulnerable children
- Celebrate success and achievements to promote and build a positive school ethos

Policy and Support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The school community will:

- Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.

- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week

Monitoring, evaluation and review

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. It will be formally reviewed annually
- Any issues identified will be incorporated into the school's action planning.
- The Headteacher will be informed of bullying concerns, as appropriate.
- The named Trustee for bullying/safeguarding will report on a regular basis to the governing body on incidents of bullying, including outcomes. Racists incidents are reported termly. If the incident is of a racist nature, then the Racist Incident form will be completed and returned to the Local Authority.

Signed:



Mr Rob Pitman
Chair of Trustees

Date: 05.02.25