Anti-Bullying Policy

Broadmayne First School and Nursery

Approved by: Governing Body	Date: September 2026
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Broadmayne First School and Nursery is committed to providing a safe, nurturing and inclusive environment where all children can learn, play and thrive. Bullying of any kind is unacceptable and will not be tolerated. All members of our community have the right to feel safe and respected, and all staff have a duty to act promptly and effectively when concerns arise.

This policy reflects the most up-to-date statutory guidance, including:

- Keeping Children Safe in Education (KCSIE) 2026
- Preventing and Tackling Bullying (DfE)
- Cyberbullying Guidance (DfE/Childnet)
- Equality Act 2010
- Education and Inspections Act 2006
- Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Anti-Bullying Alliance Policy Recommendations

The policy also aligns with the Ofsted Review of Sexual Abuse in Schools and Colleges, current expectations around child-on-child abuse, misogyny, online filtering/monitoring standards, and protected characteristics.

1. Aims and Objectives

Broadmayne First School and Nursery aims to:

- Ensure all children feel safe, valued and able to learn.
- Prevent bullying through a strong, positive school culture.
- Respond swiftly, consistently and proportionately to all bullying concerns.
- Ensure pupils, staff and families understand their roles in preventing and addressing bullying.
- Promote respect, kindness and inclusion across the school community.
- Ensure full compliance with all statutory guidance, including KCSIE 2026.

2. Definition of Bullying

The DfE defines bullying as:

> *"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual either physically or emotionally, where there is an imbalance of power."*

Bullying may occur:

- Between pupils
- Between pupils and staff
- Between staff members
- In person or online
- On or off the school site

Bullying is recognised as a form of child-on-child abuse and may have significant, long-term impacts on mental health, wellbeing, and child development.

3. Harassment and Protected Characteristics.

Harassment occurs when behaviour is persistent, targeted or severe enough to:

- Intimidate a pupil
- Affect their wellbeing or mental health
- Hinder their ability to learn
- Infringe their rights

The Equality Act 2010 protects individuals from discrimination or harassment based on: Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, and Sexual orientation.

4. Forms of Bullying

Physical: Hitting, kicking, pushing, damaging belongings.

Verbal: Name-calling, insults, threats, discriminatory language.

Social/Relational: Exclusion, gossiping, humiliation, manipulation.

Psychological: Intimidation, coercion, undermining confidence.

Cyberbullying & Digital Harm: Harmful online behaviour via messaging, social media, gaming, AI-generated content (deepfakes), or sharing youth-produced sexual imagery ("nudes/semi-nudes").

Racist: Abuse based on race, ethnicity, culture or faith.

Homophobic/Biphobic: Abuse based on sexual orientation or perceived orientation.

Transphobic: Abuse based on gender identity or expression.

Sexual/Sexist & Misogynistic: Sexualised language, harassment, misogynistic attitudes, unwanted physical contact, or gender-based prejudice.

Bullying related to SEND: Targeting vulnerabilities linked to disability, neurodivergence, or additional learning needs.

5. School Ethos

We promote a culture where:

- Bullying is never tolerated or dismissed as "banter".
- All pupils feel safe to report concerns.
- Staff model respectful behaviour.
- Diversity and inclusion are celebrated.
- Vulnerable pupils are identified and supported early.
- Parents are partners in promoting positive behaviour.

Anti-bullying messages are embedded through the PSHE and RSE curriculum, assemblies, circle time, peer support, online safety/digital literacy education, and campaigns.

6. Responding to Bullying

When bullying is reported or suspected, staff will:

1. Act immediately to ensure physical and emotional safety.
2. Record the concern on MyConcern.
3. Inform the Headteacher and DSL team where safeguarding or child-on-child abuse concerns exist.
4. Investigate thoroughly, speaking to all parties.
5. Inform parents/carers of those involved.
6. Apply sanctions in line with the Behaviour Policy.
7. Create a Plan of Action and Support (Appendix A).
8. Provide ongoing support for both target and perpetrator.
9. Schedule a 4-week review to evaluate progress.

10. Refer to external agencies, local Family Help frameworks, or social care/police where necessary.

7. Cyberbullying, AI and Online Harm

In line with DfE guidance and KCSIE 2026 provisions, the school will:

- Act swiftly when online harm, cyberbullying, or digital misuse is reported.
- Address risks associated with generative AI, including deepfakes, synthetic media, and AI-generated harassment.
- Follow statutory protocols regarding youth-produced sexual imagery ("nudes" and "semi-nudes").
- Maintain filtering and monitoring standards across all school networks and devices to restrict access to harmful content.
- Request evidence (screenshots) where appropriate, without reproducing illicit content.
- Work with service providers to remove harmful material.
- Search or confiscate devices in strict accordance with statutory guidance.
- Involve the police if criminal offenses are suspected.

8. Supporting Pupils and Mental Health Pathways

Pupils affected by bullying will receive:

- Reassurance, safety planning, and pastoral support.
- A safe space to talk.
- Immediate monitoring for acute mental health risks—including self-harm, eating disorders, or suicidal ideation—triggering appropriate safeguarding referrals and parental notification pathways.
- Support to rebuild confidence and resilience.
- Ongoing check-ins with a key adult.
- Access to school counselling or NHS external support services.

Pupils who have bullied others will receive:

- A clear, structured explanation of the concern.
- Proportionate sanctions in line with school policy.
- Targeted interventions to address underlying causes and understand impact.
- Parental involvement and behavior monitoring.
- Referral to external agencies or early help where required.

9. Supporting Adults

Bullying of staff or parents is unacceptable. The school will provide safe channels to report concerns, investigate allegations, offer occupational health support, and take appropriate disciplinary or legal action.

10. Education and Training

The school will:

- Ensure all staff read and understand **Part One of KCSIE 2026** in full as part of induction and annual updates.
- Train all staff annually on anti-bullying, child-on-child abuse, misogyny, mental health indicators, and digital/AI safety.
- Provide specific training for new staff and midday supervisors.
- Ensure anti-bullying concepts are embedded cross-curricularly.

11. Pupil Responsibilities

Pupils are encouraged to report concerns promptly, support peers, participate in pupil voice activities, and use technology responsibly.

12. Parent Responsibilities

Parents/carers should support the policy, report concerns directly to the school as early as possible, work collaboratively with staff, and model positive communication online and offline.

13. Monitoring and Review

The school will monitor records on MyConcern, analyze patterns/demographics, review intervention effectiveness, update governors regularly, and conduct 4-week post-incident reviews.

14. Role of Governors

Governors will maintain a zero-tolerance culture toward bullying, monitor incident trends, and ensure full statutory compliance with KCSIE 2026.

15. Role of the Headteacher

The Headteacher will implement and promote the policy, ensure staff receive required training and statutory readings, maintain accurate safeguarding records, and report regularly to governors.

16. Contact Details

Nominated anti-bullying lead

Name: Kirsty Jordan-Gill

Email: headteacher@broadmayne.dorset.sch.uk

Designated Safeguarding Lead (DSL)

Name: Kirsty Jordan-Gill

Email: headteacher@broadmayne.dorset.sch.uk

Deputy DSL

Name: Lisa Dunford

Email: sendco@broadmayne.dorset.sch.uk

NSPCC HELPLINE

0808 800 5000

17. Appendices

- **Appendix A:** Anti-Bullying Action Plan

Appendix A - Plan of Action and Support

Broadmayne First School and Nursery 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.