Anti-Bullying Policy

Pupil Version



Broadmayne First School and Nursery

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.

1. Aims and Objectives

Broadmayne First School and Nursery aim 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.



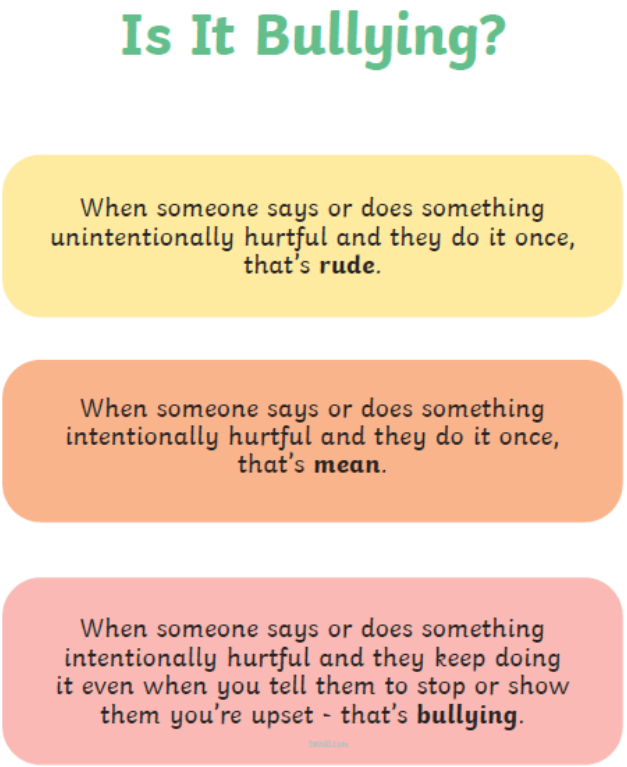




2. Definition of Bullying

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

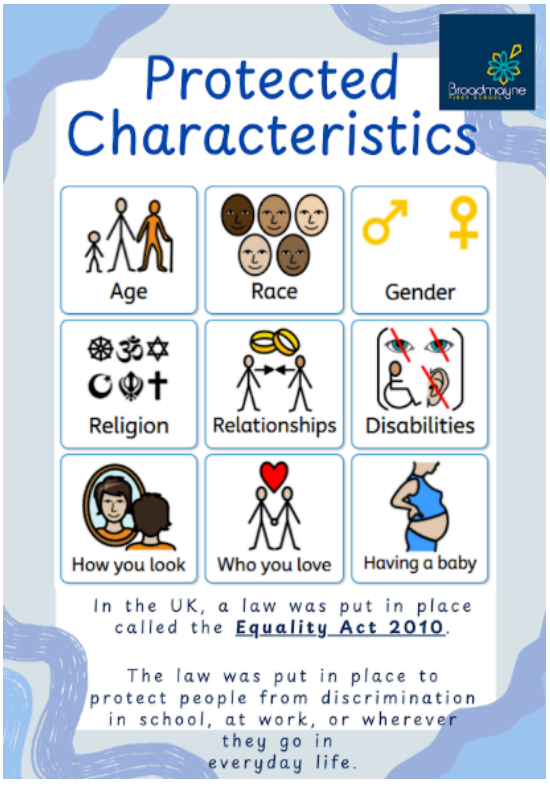
Bullying is recognised as a form of abuse and may have significant, long-term impacts on mental health, wellbeing, and child development.

3. Harassment and Protected Characteristics.

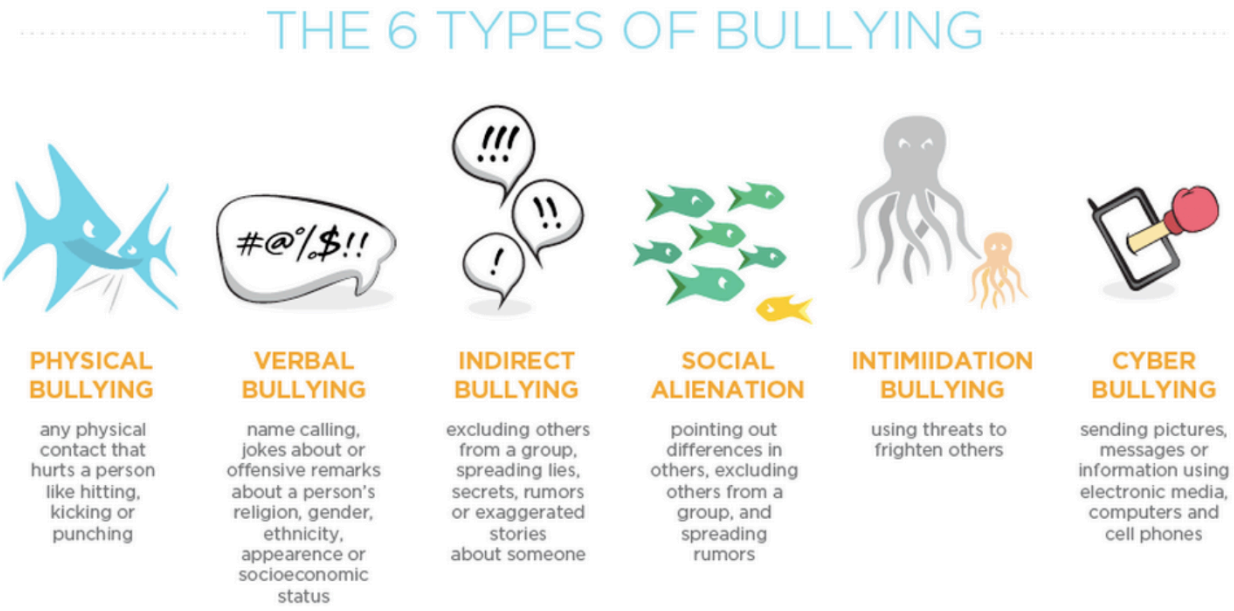
Harassment occurs when behaviour is persistent, targeted or severe enough to:

- 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, race, gender, religion, relationships, disabilities, how you look, who you love or choosing to have a baby.



4. Forms of Bullying



5. School Ethos

We promote a culture where:

- Bullying is never tolerated or dismissed as "banter" or being funny.
- 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 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
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
8. Provide ongoing support for both those that have been bullied and the person responsible for the behaviour, the bully.
9. Schedule a 4-week review to evaluate progress.
10. Ask for help from others outside of school,(like the police) where necessary.

7. Cyberbullying, AI and Online Harm

Adults will:

- Act swiftly when online harm, cyberbullying, or digital misuse is reported.
- Make sure filtering and monitoring standards across all school networks and devices are working to restrict access to harmful content.
- 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.
- Support with mental health if needed.
- Support to rebuild confidence and resilience.
- Ongoing check-ins with a key adult.

Pupils who have bullied others will receive:

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

10. Education and Training

The school will:

- Ensure all staff read and understand what bullying is and how to help.
- Ensure anti-bullying concepts are embedded cross-curricularly.

11. Pupil Responsibilities

Pupils are encouraged to report concerns promptly, support others, 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.