	Policy Name		Date Adopted:
	Anti-bullying		Autumn 2025 **By whom:** School
Date for review: Autumn 2026	**Applicable to:** Whole school	**Staff member responsible:** Mark Szortowski	**Governor committee responsible:** N/A

Introduction

At Bridgetown Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should feel safe to tell and know that incidents will be dealt with promptly and effectively.

Aims of the policy

To agree that:

- a set of procedures are in place to ensure a consistent approach to dealing with bullying if and when it occurs;
- all governors, teaching and non-teaching staff will know what the school's policy is on bullying, and follow it when bullying is reported;
- all pupils and parents will know what the school policy is on bullying, and what they should do if bullying arises;
- bullying is wrong and damages individual children. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported if bullying is reported.
- all members of the school community will support all children through encouraging them to develop positive social skills and attitudes by learning how to relate to and respect each other.
- The policy clearly acknowledges the key themes of Protective Behaviours:
  1. We all have the right to feel safe all the time.
  2. We can talk with someone about anything, even if it feels awful or small.

Definition of bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types

of bullying are:

- physical – hitting, kicking, theft;
- verbal – name calling, taunts, threats, racist sexist or homophobic remarks;
- indirect – spreading rumours, excluding someone from social groups;
- cyber-bullying – bullying by email, over the phone and by text message or by using digital cameras and camera phones to intrude on the privacy of others.
- As a school, we agree that bullying is persistent exposure to physical, psychological, social or verbal attack. This is measured by the effects, or perceived effects that the acts have on the individual(s)

Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Strategies to help prevent the occurrence of bullying behaviour

At Bridgetown Primary School we strive to demonstrate and promote tolerance, understanding, respect and acceptance of difference. Fundamentally this is developed through:

- all members of the school community being aware of and following the school Relationships and behaviour policy and our work in assemblies and curriculum on values;
- following and using Protective Behaviour strategies as a practical and down to earth approach to personal safety. It is a process which encourages self-empowerment and development of skills.
- PSCHE (specifically, the Taking Care class-based teaching programme) and Circle Time activities where all children are given opportunities to develop social and emotional skills in order to make judgements about their behaviour and its effects on others;
- stories, drama, role play and discussions in all curriculum areas where children are offered further opportunities to reinforce and promote positive behaviours and empathy skills;
- awareness of issues being raised and discussed through assemblies
- staff being committed to always listen to and encourage children to be open about their feelings;
- children being given opportunities to discuss concerns and strategies through the PLT, School Council and Team safe meetings.

Procedures for all staff

When bullying is evident or reported:

- ✓ Staff will intervene when bullying is reported.
- ✓ Staff will investigate – listen to all parties and witnesses.

- ✓ The incident will be recorded securely on the online system Safeguard My School
- ✓ The child being bullied will be made aware that the incident will be dealt with.
- ✓ There will be appropriate follow up activities for both the child bullying and the child being bullied to help provide restorative actions
- ✓ Parents of the child/children doing the bullying will be asked to attend a meeting to discuss their child's behaviour where appropriate.
- ✓ The parents of the child being bullied will be informed and invited to meet with an appropriate member of staff and member of the MLT/SLT.
- ✓ Staff will monitor the interventions and processes in place to try and address the restorative actions.

Possible actions (for significant and repeated incidents of bullying)

- Parental involvement.
- Removal of the bully from the playground or classroom. Time out in another class or with a senior member of staff.
- Parents asked to take the child home at lunchtime.
- As a final resort, formal exclusion process instigated.

Support

Children who have experienced issues will be:

- ✓ listened to
- ✓ given support
- ✓ helped to develop strategies to prevent re-occurrence (without the use of physical retaliation)

The following steps will be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. A clear account of the incident will be recorded and given to the head teacher or deputy headteacher. The head or a deputy will interview the children concerned and will report the outcome to the class teacher/teachers of those children. Other staff will be alerted to watch out for further occurrence.

The first priority will be to support all of those involved who will be reassured and offered further support and efforts will be made to restore confidence and self esteem.

The headteacher or a deputy headteacher will inform the parents.

The child/children who have bullied will be helped to understand the impact of their actions on the victim, what happened and why it happened. They will be helped and supported to understand that what they have done is wrong and how they could change. Parents will be asked to help support with this.

The role of Parents/Carers

Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Head Teacher, a Deputy Head Teacher or another senior member of staff.

Parents have a responsibility to support the school's Relationships and behaviour and anti-bullying policy.

Monitoring and review
The school and governing body will review this policy annually and assess its implementation and effectiveness. All members of the school community have a duty to ensure that children are protected at all times.

Policies

This policy should be read in conjunction with the following Bridgetown Primary School Policies:

Child Protection and Safeguarding Policy
Relationships and behaviour Policy
Equality Policy
Online Safety Policy