

Brompton Community Primary School

Anti-Bullying Policy



Approved by:

School and Governing Body

Last Reviewed on:

September 2026

Next Review due:

September 2027

Mrs Bianca James

Policy Statement

At Brompton Community Primary School, we are committed to providing a safe, inclusive and nurturing environment where every child feels valued, respected and protected.

We believe that all children have the right to learn, grow and thrive in an environment free from bullying, prejudice and discrimination. As an inclusive, trauma-informed school, we recognise that behaviour is a form of communication and that positive relationships are fundamental to children's wellbeing and success.

Bullying of any kind is unacceptable. We are committed to preventing bullying, responding promptly to concerns and supporting all children involved. Through our LEGACY values, we empower children to develop respect, empathy, responsibility and resilience, enabling them to contribute positively to our school community.

Vision and Values

Our approach to preventing and responding to bullying is rooted in our school's LEGACY values:

Leadership

- We do the right thing.
- We stand up for ourselves and others.
- We seek help when something is wrong.

Embrace Challenge

- We are brave enough to speak up.
- We understand that addressing concerns helps create safer communities.

Growth

- We learn from our experiences and mistakes.
- We continually develop our understanding of kindness, respect and inclusion.

Attitude

- We choose kindness.
- We treat others with honesty, dignity and respect.

Community

- We celebrate diversity.
- We support one another and value differences.

You

- We make a positive difference through our actions.
 - We leave every person and place better because we were there.
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Aims of the Policy

This policy aims to:

- Prevent bullying from occurring.
 - Establish a shared understanding of what bullying is and is not.
 - Create a culture where children feel confident reporting concerns.
 - Ensure concerns are investigated fairly and consistently.
 - Support pupils who experience bullying.
 - Support pupils displaying bullying behaviours to make positive changes.
 - Promote positive relationships, inclusion and mutual respect across the school community.
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Definition of Bullying

Bullying is defined as:

"The repetitive, intentional harming of one person or group by another person or group, where there is an imbalance of power."

Bullying is therefore:

- Deliberately hurtful.
- Repeated over time.
- Difficult for the person experiencing it to stop or defend themselves against.

A single disagreement, friendship issue or isolated incident of unkindness does not automatically constitute bullying, although these incidents will still be taken seriously and addressed appropriately.

This definition aligns with the school's Behaviour Policy.

Forms of Bullying

Bullying may include:

Emotional Bullying

- Excluding others.
- Intimidation.
- Deliberately isolating someone.

Verbal Bullying

- Name-calling.
- Insults.
- Teasing.
- Spreading rumours.

Physical Bullying

- Hitting.
- Kicking.
- Pushing.
- Taking or damaging belongings.

Racist Bullying

- Racist comments.
- Derogatory language.
- Prejudice based upon ethnicity, nationality or culture.

Disability-Based Bullying

- Negative comments or actions relating to disability or additional needs.

Faith-Based Bullying

- Bullying linked to religion or belief.

Homophobic, Biphobic or Transphobic Bullying

- Language or behaviours targeting perceived or actual sexual orientation or gender identity.

Cyberbullying

- Bullying through technology, including:
 - Social media.
 - Messaging services.
 - Online gaming platforms.
 - Digital images or videos.
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Preventing Bullying

Prevention is central to our approach.

At Brompton, we proactively promote positive behaviour and relationships through:

- The school's LEGACY values.
- Personal Development and PSHE education.
- Relationships Education.
- Online Safety education.
- Assemblies and themed awareness events.
- National Anti-Bullying Week.
- Celebrating diversity and inclusion.
- Promoting pupil voice.
- Positive role modelling by adults.
- Consistent implementation of the Behaviour Policy.

We strive to create a culture where kindness, respect and inclusion are visible in daily school life.

Reporting Bullying

All members of the school community have a responsibility to report concerns.

Children are encouraged to speak to:

- Their class teacher.
- Any trusted member of staff.

- A member of the Senior Leadership Team.
- Their parent or carer.

Parents should contact the school as soon as concerns arise.

We are committed to maintaining a strong "telling culture" where children know their concerns will be listened to and taken seriously.

Responding to Bullying

When a concern is raised, staff will:

1. Listen carefully to all parties involved.
2. Take concerns seriously.
3. Establish the facts and gather information.
4. Consider patterns of behaviour and any imbalance of power.
5. Ensure immediate support and safety for those affected.
6. Record incidents on CPOMS.
7. Inform relevant staff and leaders.
8. Communicate with parents where appropriate.
9. Monitor the situation through follow-up conversations.

Our response will be proportionate, supportive and restorative wherever possible.

Supporting Pupils

Supporting the Child Experiencing Bullying

We will:

- Listen and reassure.
- Help them feel safe.
- Maintain regular welfare checks.
- Work collaboratively with parents.
- Build confidence and resilience.
- Put additional support in place where needed.

Supporting the Child Displaying Bullying Behaviours

We recognise that children may require support to change behaviours.

We will:

- Explore underlying causes.
- Encourage accountability and reflection.
- Reinforce expectations and school values.
- Work alongside parents.
- Provide support to develop positive relationship skills.
- Apply appropriate consequences in line with the Behaviour Policy.

We avoid labelling children and instead focus on behaviours and positive change.

Child-on-Child Abuse

Bullying can sometimes constitute Child-on-Child Abuse.

All incidents that may involve:

- Prejudice-based bullying.
- Sexual harassment.
- Sexual violence.
- Online abuse.
- Harmful behaviours between children.

will be managed in line with the school's Safeguarding and Child Protection Policy and reported to the Designated Safeguarding Lead.

Roles and Responsibilities

The Governing Body

The Governing Body will:

- Review the effectiveness of this policy.
- Ensure statutory responsibilities are met.
- Hold school leaders accountable for implementation.

The Headteacher

The Headteacher will:

- Ensure the policy is implemented consistently.
- Monitor incidents and patterns.
- Promote a positive school culture.
- Ensure staff receive appropriate guidance and training.

Staff

Staff will:

- Model respectful relationships.
- Challenge inappropriate behaviour.
- Take reports seriously.
- Record and report concerns promptly.
- Support children and families.

Parents and Carers

Parents and carers will:

- Promote respectful behaviour.
- Encourage children to report concerns.
- Work collaboratively with the school.

Pupils

Pupils will:

- Treat others with kindness and respect.
 - Speak up if they are worried.
 - Support their peers.
 - Follow the school's LEGACY values.
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Monitoring and Review

Bullying concerns, incidents and patterns will be monitored through CPOMS and school safeguarding systems.

School leaders will review trends and take action where necessary to ensure that bullying remains rare, addressed promptly and prevented wherever possible.

This policy will be reviewed annually by the Headteacher and Governing Body.