

# **Broom Cottages Primary**

**&**

# **Nursery School**



## **Anti-Bullying**

## **Policy**

**Approval Date:** January 2026  
**Review Date:** January 2029

At Broom Cottages Primary we believe children should feel safe, secure and happy in their school environment. The school's positive behaviour policy sets out clear guidelines and expectations of behaviour. This is underpinned by our core rules of Ready, Respectful and Safe.

Bullying is unacceptable at our school. If acts of bullying occur all pupils should be able to tell and know that the incidents will be dealt with promptly and effectively. Bullying damages children's and young people's physical and mental health, including their self- confidence and ability to build and sustain relationships. It can also destroy self-esteem sometimes with devastating consequences and with the effects lasting into adult life.

Bullying undermines the ability to concentrate and learn and can impact on children's and young people's chances of achieving their full potential at school and later in life. Bullying causes harm to those who bully, those who are bullied and those who observe bullying.

At Broom Cottages Primary we strongly believe that all children and young people have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying. The purpose of this Policy is to communicate how the school aims to create a climate and school environment in which everyone agrees that bullying is unacceptable and is committed to tackling it to improve outcomes for children and young people.

## **Aims**

At Broom Cottages Primary it is our aim to:

- Ensure that all adults and children in the school have a common understanding of what bullying is
- To communicate clearly that the whole school community acts together on this issue
- To work hard to maintain a harmonious atmosphere within the school community where we embrace every opportunity to celebrate differences and challenge prejudices.

## **What is bullying?**

The Government defines bullying as '*Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.*'

The term 'bullying' refers to a range of harmful behaviour, both physical and psychological. Bullying behaviour usually has the following four features:

1. It is repetitive and persistent – though sometimes a single incident can have precisely the same impact as persistent behaviour over time, for it can be experienced as part of a continuous pattern and can be extremely threatening and intimidating.
2. It is intentionally harmful – though occasionally the distress it causes is not consciously intended by all of those who are responsible;
3. It involves an imbalance of power, leaving someone feeling helpless to prevent it or put a stop to it;
4. It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end.

## **Forms of Bullying**

Bullying behaviour across all types of bullying can represent itself in a number of different forms. Children and young people can be bullied in ways that are:

**Physical** – by being punched, pushed or hurt; made to give up money or belongings; having property, clothes or belongings damaged; being forced to do something they don't want to do.

**Emotional** - being unfriendly, never letting somebody play, forcing you to give them things, threatening gestures, scary looks, hiding things, whispering behind your back, starting rumours, excluding people.

**Verbal** – by being teased in a nasty way, insulted about their race, religion or culture; called names in other ways or having offensive comments directed at them.

**Electronic /‘cyberbullying’** – via text message; via instant messenger services and social network sites; via email; and via images or videos posted on the internet or spread via mobile phones.

## **of Bullying**

Bullying may be defined as the abuse of power by an individual or group in relation to another individual or group. It may be physical, sexual, verbal or psychological in nature. It may occur frequently or infrequently, regularly or irregularly, but it should be taken seriously even if it has only occurred on one occasion.

Central to the definition of bullying are the intent and motivation of the perpetrator which will primarily be to exert power over another in order to cause distress. Bullying is not a phenomenon which occurs solely between children. The above definition can also be seen to characterise some adult/adult, adult/child relationships.

In more serious instances, the abuse of power by an adult over a child, or by a child over a child, may be viewed as child abuse and bullying should be seen within this context.

## **Specific Types of Bullying**

At Broom Cottages Primary we recognise that although anyone can be bullied for almost any reason or difference, some children may be more vulnerable to bullying than others. Research has identified various different types of bullying experienced by particular vulnerable groups of children. These include:

- Bullying related to race, religion or culture
- Bullying related to special educational needs (SEN) or disabilities
- Bullying related to being gifted or talented
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked-after children

## **BULLYING IS NOT**

It is important to understand that bullying is not the odd occasion of ‘falling out’. Children are naturally sociable; it is vital for them to select and build friendships. The making and breakdowns of friendships are an important part of growing up. When children ‘fall out’ they can say and do things because they are upset. It is essential to teach children the skills to repair relationships and enable them to utilise these. If as

adults we intervene too readily to help rebuild our children's friendships on their behalf, our children may not develop the necessary social skills. Occasionally situations go beyond broken friendships or minor differences and, on these occasions, adult intervention may be necessary.

### **Local Authority Policy**

In line with Local Authority policy the school undertakes to provide all members of staff, both teaching and non-teaching with suitable opportunities to develop knowledge and understanding of bullying and the effects of bullying, through school based or Local Authority led in-service training.

### **School Expectations**

The school will promote an awareness of the seriousness with which bullying is viewed through such vehicles as:-

Curriculum

Assemblies

Clearly stated policies in School Brochure

School/home links

Pastoral care

Training for staff and governors

### **Entitlement**

All children have the right to enjoy, to the fullest possible extent, the benefits of the educational provision offered by the Local Authority and the school.

In order to maximise these benefits children need to be educated in an environment which:-

- is safe and caring
- provides challenges but is non-threatening
- encourages children to feel secure
- values children's opinions and involves them, where appropriate in determining of school policy and rules
- shows an awareness of children's individual needs

When a child claims to have been bullied or is suspected of being bullied he/she is entitled to expect that:-

- he/she will be listened to in an appropriate setting and that every effort will be made to establish the facts
- appropriate action will be taken to address the child's concerns and to ensure that there is no recurrence

- the action the school intends to take will be made clear to the child and if appropriate the child's parents

Children who are suspected of bullying another child is entitled to expect:-

- he/she will be listened to in an appropriate setting and that every effort will be made to establish the facts
- to know what action the school can take
- to know what action the school intends to take

Parents are entitled to expect that:-

- their child will be educated in an atmosphere which is safe and caring and is not characterised by violence and intimidation
- the school will take all reasonable steps to prevent bullying occurring
- any bullying incident which is reported will be investigated according to school's guide-lines
- any bullying incident which is found to have taken place will be dealt with in line with the school's guide-lines

## **The School Community**

### **The Pupils**

Pupils should be made aware that all reports of bullying of any kind will be investigated and dealt with in a manner which will discourage the bully.

Through a variety of methods, pupils will be helped to understand the affects that bullying has on victims.

Sometimes victims are afraid to report bullying. Pupils will be encouraged to report incidents of bullying involving someone they know.

### **Teachers**

The school will promote the idea that dealing with bullying is the responsibility of all members of staff, both teaching and non-teaching.

All staff should be aware of what action to take when investigation have found that bullying has occurred.

### **Senior Leadership of The School**

The Headteacher will have responsibility for co-ordinating the work of the school in this area and for ensuring that the policy is implemented.

The leadership team will have responsibility for reviewing the policy and the guidelines for implementation to ensure that bullying is dealt with in an effective manner.

### **Governors of The School**

The school will ensure that Governors are kept informed of school's developments in dealing with bullying.

The completed policy will be given to the Governors for discussion and approval. Future developments and amendments to the school policy will be placed before the Governors for information, discussion and approval.

### **The Parents**

The school will ensure that parents are kept informed of developments in this area and can be assured that the school will do its utmost to discourage any form of bullying.

This policy will be made available to parents on-line and on request.

### **External Communications**

#### **Other Schools**

The school will endeavour to establish close links with other schools in the area to develop a common aim of discouraging any type of bullying.

The school will endeavour to develop close links with agencies which might be able to help reduce bullying such as the Education Welfare Service, the Social Services Department, the School Nurse, the Educational Psychology Service and the Police.

The school will undertake to use Local Authority in-service training opportunities when necessary.