



POLICY

ANTI-BULLYING POLICY





“We all flourish from a wealth of learning experiences that positively impact on our academic, physical and emotional success”

POLICY DETAILS

Policy Title:	Anti-Bullying Policy
Version:	1.0
Date created:	Spring 2026
Purpose:	To recognise and make everyone aware that preventing, raising awareness and consistently responding to cases of bullying should be a priority to ensure the safety and well-being of our pupils
Approved by EHT:	Spring 2026
Next Review:	Spring 2028

POLICY HISTORY

Version:	Date:	Changes:
1.0	Spring 2026	New policy template adopted

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1. STATEMENT OF COMMITMENT

At Burnt Oak Primary School, we are committed to providing a warm, caring, and safe environment where pupils can learn and play in a secure and supportive atmosphere. Bullying of any kind is unacceptable and will not be tolerated. Pupils and parents can be assured that all reported incidents will be taken seriously and addressed promptly.

Our school ethos promotes respect, kindness, and high expectations of behaviour. Any behaviour that falls below these standards will be challenged in accordance with the Behaviour Policy.

2. DEFINITION OF BULLYING

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance and is repeated over time. To be considered bullying, the behaviour must include:

- An imbalance of power: Children who bully use their power—such as physical strength, popularity, or access to information—to control or harm others
- Repetition: Bullying behaviours occur more than once or have the potential to be repeated

Bullying can take many forms, including:

- Physical: Hitting, kicking, pushing
- Verbal: Name-calling, threats, teasing
- Indirect: Spreading rumours, excluding others deliberately
- Cyberbullying: Using technology (social media, messaging, gaming platforms) to harass, threaten, or humiliate

3. SAFEGUARDING CONTEXT

Bullying, including cyberbullying, may constitute emotional abuse and therefore a safeguarding concern. Staff must:

- Report all concerns to the Designated Safeguarding Lead, Sarah Spratt (DSL) immediately
- Record incidents accurately on CPOMS
- Follow the Safeguarding Policy and KCSIE guidance for escalation

4. PERPETRATORS AND VICTIMS

Bullying occurs where there is an imbalance of power, which may arise from:

- Size or physical strength
- Number of children involved
- Anonymity (e.g., online platforms)
- Access to embarrassing information
- Popularity or social status

5. PREVENTION STRATEGIES

We actively promote respect and kindness through:

- PSHE curriculum
- Assemblies and Anti-Bullying Week activities
- Counselling support
- Social skills groups, anger management, and restorative justice
- Peer mediation and cyber-safety lessons
- Safe Online Internet education for pupils and parents

Positive behaviour is regularly acknowledged through House Points, Kindness Cup, and other rewards.

6. PROCEDURES FOR DEALING WITH BULLYING

All reported incidents will be investigated by the class teacher or a senior member of staff. Steps include:

1. Gather details:
 - What happened?
 - How often?
 - Who was involved and who witnessed it?
 - Where did it occur?
 - What actions have been taken so far?
2. Record on CPOMS and inform Phase Leader, Deputy Headteacher, or Headteacher
3. Inform DSL if safeguarding concerns arise
4. Apply consequences in line with the Behaviour Policy
5. Seek reconciliation where appropriate

7. SUPPORTING THE VICTIM

- Listen calmly and reassure the child
- Confirm that reporting was the right decision
- Record details and monitor ongoing wellbeing
- Ensure staff vigilance during play and lunch times

8. MANAGING THE PERPETRATOR

- Remind of Code of Conduct
- Apply sanctions: verbal warning, time out, loss of play, contact home
- Consider internal exclusion or fixed-term exclusion (Headteacher approval required)

9. BULLYING OF ADULTS

Staff have the right to work in a safe environment free from bullying. Bullying of adults may include:

- Repeated criticism or unrealistic deadlines
- Refusal to acknowledge achievements

Staff should:

- Speak to a trusted colleague and keep a diary of incidents
- Notify union if needed
- Report concerns to Phase Leader, Deputy Headteacher, or Headteacher
- If the Headteacher is involved, contact the Executive Headteacher via the school office

Persistent cases may involve HR, Trade Unions, and Governors.

10. MONITORING AND REVIEW

This policy will be reviewed annually by the school. It should be read alongside:

- Safeguarding Policy
- Behaviour Policy
- Online Safety Policy
- Grievance and Harassment Procedure