Brunswick House
Primary School



Anti-Bullying Policy – In conjunction with the Education Safeguarding Team, Kent County Council

Ratified On: January 2026
Next Review: January 2028
By: Safeguarding Governor/s

Brunswick House School Anti-Bullying Policy

Key Contact Personnel in School

Nominated Member of Leadership Staff Responsible for the policy: Mrs W Skinner, Headteacher

Designated Safeguarding Lead: Miss C Fullagar- Deputy Headteacher

Named Governor with lead responsibility: Mr Neal Andrews

This policy will be reviewed every two years and following any concerns and/or updates to national and local guidance or procedures

Introduction

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also takes into account the most recent DfE statutory guidance "Keeping Children Safe in Education" . The school has read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools" 2021.

At Brunswick House Primary School we uphold the Rights Respecting ethos. We have the school values of empathy, honesty, respect, teamwork and self-belief.
The children are taught about the values, attitudes and skills which foster mutual respect and care towards others, creating a nurturing school culture.
The United Nations Convention on the Rights of the Child (UNCRC) is at the heart of Brunswick House's approach to Anti Bullying and supports all of our policies. Bullying of any kind is unacceptable at our school. Everyone within our school has the right to feel safe, valued, protected and to be treated with respect and dignity (Article 28 – Every child has the right to an education. Discipline in schools must respect children's dignity.)
We want our children to have every opportunity to:
• be healthy;
• stay safe;
• enjoy life and achieve their full potential;
• be interested and fully involved in the community they live in;
• achieve economic independence.

Policy objectives

- This policy outlines what Brunswick House school will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community.
- Brunswick House school is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

If bullying, or cyber-bullying does occur, all pupils should feel empowered to report it and know that incidents will be dealt with promptly and effectively. It is our collective responsibility as members of the Brunswick House Primary School community to report bullying in order to protect the rights of everyone within our school community.

Links with other school policies and practices

- This policy links with a number of other school policies, practices and action plans including:
  - Behaviour policy
  - The United Nations Convention on the Rights of the Child (UNCRC)
  - Complaints policy
  - Child Protection policy
  - Online Safety and Acceptable Use policies (AUP)
  - Curriculum policies, such as: PSHE, citizenship and computing
  - Searching, screening and confiscation guidance within our Behaviour policy

Links to legislation

- There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
  - The Education and Inspection Act 2006, 2011
  - The Equality Act 2010
  - The Children Act 1989
  - Protection from Harassment Act 1997
  - The Malicious Communications Act 1988
  - Public Order Act 1986

Responsibilities

It is the responsibility of:

- The headteacher to oversee the review and implementation of this policy
- The lead DSL to communicate this policy to the school community, to ensure that disciplinary measures are understood by all adults working in the school and that the policy is applied consistently and reasonably
- The named safeguarding governor/s to monitor and review this policy.
- All staff and governors to support, uphold and implement this policy accordingly.
- All parents/carers to support their children and work in partnership with the school.
- All pupils to abide by the policy.

Definition of bullying

- Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.

Forms of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types of bullying including:
  - Bullying related to physical appearance
  - Bullying related to SEND (Special Educational Needs or Disability)
  - Bullying related to appearance or physical/mental health conditions
  - Physical bullying
  - Emotional bullying
  - Upskirting
  - Bullying related to sexual orientation/preference
  - Bullying of young carers, children in care or otherwise related to home circumstances
  - Sexist, sexual and transphobic bullying
  - Sexual violence and sexual harassment
  - Bullying via technology, known as online or cyberbullying
  - Prejudicial bullying (against people/pupils with protected characteristics):
    - Bullying related to race, religion, faith and belief and for those without faith.
    - Bullying related to ethnicity, nationality and culture
    - Gender based bullying, including transphobic bullying
    - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

School Ethos

- Brunswick House school community recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our schools can help to create a safe, disciplined environment, where pupils are able to learn and fulfil their potential.

- **Our Community:**
  - Monitors and reviews our anti-bullying policy and practice on a regular basis.
  - Supports staff to promote positive relationships, to help prevent bullying.
  - Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
  - Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
  - Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the Anti-Bullying policy.
  - Requires all members of the community to work with the school to uphold the Anti-Bullying policy.
  - Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints.
  - Seeks to learn from good anti-bullying practice elsewhere.
  - Utilises support from the local authority and other relevant organisations when appropriate.

Responding to bullying

- The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The headteacher/ designated safeguarding lead or another member of leadership will interview all parties involved.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Sanctions (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will still ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's Behaviour policy.
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Sexual Violence and Sexual Harassment (online and offline)

Sexual violence and sexual harassment can occur between two or more children of any age and sex. It can occur also through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable.

When referring to sexual harassment, we mean 'unwanted conduct of a sexual nature', that can occur online or off line, inside and outside of school. Sexual harassment is likely to: violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create hostile, offensive or sexualised environment. Sexual harassment can include, (not intended as an exhaustive list):

- sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names
- Sexual 'jokes' or taunting
- Physical behaviour, such as: deliberately brushing up against someone, interfering with someone's clothes
- Displaying pictures, photos or drawings of a sexual nature
- Upskirting (this is a criminal offence)
- Online sexual harassment, which may include: consensual and on consensual sharing of nude and semi-nude images and/or videos
- Sharing of unwanted explicit content
- Sexualised online bullying
- Unwanted sexual comments and messages
- Sexual exploitation, coercion and threats

- Coercing others into sharing images of themselves or performing acts they are not comfortable with online

Our school has a zero tolerance approach to sexual violence and sexual harassment. A failure to do so can lead to a culture of unacceptable behaviour and an unsafe environment for our children, leading them to accept it as normal and not coming forward to report it.

Children who are victims of sexual violence and sexual harassment may find the experience stressful and distressing. All victims will be supported, kept safe and reassured that we are taking their concerns seriously, regardless of how long it has taken them to come forward. Abuse that occurs online or outside of our school should be treated with equal seriousness. No victim will ever be made to feel that they are creating a problem, by reporting sexual violence or sexual harassment. Staff will treat any disclosures of this type of behaviour seriously and will use the schools reporting procedures, to bring any such allegations to the attention of a member of the designated safeguarding team. Our Designated Safeguarding Team understand the procedures to follow when allegations of this nature have been made. They understand that swift and appropriate action is essential and that any decisions will be made on a case by case basis, using their professional judgements, supported by other agencies, such as the local authority, children's social care and the police as required.

Our school will ensure that all staff understand the importance of challenging any inappropriate language and behaviour between our pupils. We will never normalise sexually abusive language or behaviour, by treating it either as banter or as an expected part of growing up. Our staff uphold high standards of conduct and demonstrate and model manners, courtesy and dignified respect for relationships.

Cyberbullying

- When responding to cyberbullying concerns, the school will:
  - Act as soon as an incident has been reported or identified.
  - Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
  - Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
  - Take all available steps where possible to identify the person responsible. This may include:
    - looking at use of the school systems;
    - identifying and interviewing possible witnesses;
    - Contacting the service provider and the police, if necessary.
  - Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
    - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
    - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and also the school searching and confiscation policy. Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
  - Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
  - Inform the police if a criminal offence has been committed.
  - Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
    - advising those targeted not to retaliate or reply;

- providing advice on blocking or removing people from contact lists;
- helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils

- Pupils who have been bullied will be supported by:
  - Reassuring the pupil and providing continuous support.
  - Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
  - Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
  - Working towards restoring self-esteem and confidence.
  - Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
  - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

- Pupils who have perpetrated the bullying will be helped by:
  - Discussing what happened, establishing the concern and the need to change.
  - Informing parents/carers to help change the attitude and behaviour of the child.
  - Providing appropriate education and support regarding their behaviour or actions.
  - If online, requesting that content be removed and reporting accounts/content to service provider.
  - Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, internal exclusions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
  - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

Preventing bullying

Environment

- The whole school community will:
  - Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
  - Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
  - Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
  - Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.

- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

- The whole school community will:
  - Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
  - Regularly update and evaluate our practice to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
  - Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the school's attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
  - Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
  - Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

This policy is disseminated to staff at the beginning of every autumn term and to new staff as part of their induction.

This policy is disseminated to children through:

- PSHE – (fully integrated into the curriculum)
- Assemblies (linked to the United Nations Convention on the Rights of the Child)
- Key national events such as Safer Internet Day
- Online Safety (fully integrated into the curriculum)
- Class Rights Respecting Responsibilities Charters
- School Council

The school community will:

- Ensure all staff are able to identify all forms of bullying and take appropriate action, following the school's policy and procedures (including recording and reporting incidents).
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Involvement of pupils

The children and staff at Brunswick House Primary School share the responsibility to ensure that all children's rights are met and valued. The aim of this policy is to protect the rights of all children.

There are many opportunities for children to develop their understanding of bullying and share their experiences, which is a strong preventative measure for bullying and cyber-bullying. Embedding our RRSA ethos and culture enables all children to

learn about the United Nations Convention on the rights of the child with regard to bullying. Our philosophy for our children's education is used as a vehicle to open dialogue between the children and promote a rights respecting relationship between pupils and adults alike. Class Charters will be continually referred to as our 'Children's Rights'.

In particular, children and young people have the right to:

- be able to grow and develop in safety and free from prejudice and discrimination; (Article 6 - develop to their full potential)
- be safe from harm (Article 19 – be protected from all forms of violence)
- be listened to and have their views taken into account; (Article 12 – say what they think in all matters affecting them, and have their views taken seriously)
- be treated with respect; (Article 2 – access to the convention without discrimination)
- belong to and be valued in their community; (Article 29 – respect for human rights, as well as respect for their parents, their own cultures and environment)
- see their needs and interests at the heart of everything we all do. (Article 3 – their best interests of the child being a top priority in all things that affect them)

- We will:
  - Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they have to play to prevent bullying.
  - Regularly canvas children and young people's views on the extent and nature of bullying.
  - Ensure that all pupils know how to express worries and anxieties about bullying.
  - Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
  - Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
  - Publicise the details of internal support, as well as external helplines and websites.
  - Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Involvement and liaison with parents and carers

- We will:
  - Take steps to involve parents and carers in developing policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
  - Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats.
  - Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
  - Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
  - Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
  - Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

- Follow our clear code by which we behave through Rights Respecting Education. The UNCRC is at the heart of our school.
- Ensure that all children are aware of the behaviour classed as bullying and this is updated frequently through assemblies, philosophy for children, PSHE integrated within the curriculum.
- Support for children experiencing interpersonal and peer relationship difficulties is provided.
- Adopt a 'no blame' approach.
- We monitor closely children who have Special Educational Needs

If bullying occurs:

- A secure environment is provided in which incidents can be reported confidently.
- A log is kept of bullying incidents (including the date of the incident/s) on school behaviour logs
- The pupil who has been bullied should be made to feel safe and treated in a respectful manner
- All pupils should be aware/shown that bullying is taken seriously.
- Consistency is of the utmost importance in the recording of incidents and the response to bullying.
- The school should protect and support all parties involved.
- The person who has bullied should be encouraged to behave in an acceptable way (refer to charters/UNCRC etc.).
- Interventions should be closely monitored and followed up appropriately.

Procedures:

- Bullying and cyberbullying incidents are logged either on behaviour logs or on My Concern where safeguarding concerns also present
- All incidents will be reported to a member of SLT
- In serious cases of bullying parents of all children involved should be informed and will be asked to come and have a meeting to discuss the incident. This may involve: Teachers, Teaching assistants, FLO (Family Liaison Officer), Senior Leadership Team (SLT) or Headteacher.
- The bullying behaviour is investigated and the bullying will be stopped quickly
- The bully/bullies will receive support to change their behaviour
- All incidents will be followed up and monitored

Monitoring and review: putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.

- The named governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes.
- Annual school questionnaires to parents and children.
- School Council review
- Staff/pupil RRSA steering group review
- Pupil evaluations and questionnaires.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk

- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
    - A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying