

# Baildon Glen Primary School

## ANTI BULLYING POLICY

|                             |                |                                                                                      |  |                                 |           |
|-----------------------------|----------------|--------------------------------------------------------------------------------------|--|---------------------------------|-----------|
| Date of issue               |                | Next review date                                                                     |  | Date ratified by Governing Body |           |
| October 2026                |                | October 27                                                                           |  | 1.10.26                         |           |
|                             | Print name     | Signature                                                                            |  |                                 | Date      |
| Headteacher                 | Joanna Jackson |  |  |                                 | Sept 2026 |
| On behalf of Governing Body | Louise Stewart |                                                                                      |  |                                 |           |

## Baildon Glen Primary School

### Anti-Bullying Policy

At Baildon Glen Primary School, every child has the right to feel safe, valued, respected and included. Bullying of any kind is unacceptable and will be challenged promptly and consistently. We are committed to creating a culture where all members of the school community treat one another with kindness and respect.

#### Rationale

At Baildon Glen Primary School we recognise that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively.

**Baildon Glen Primary School** recognises that a number of other policies and procedures developed and operated by school form part of the wider agenda of safeguarding and promoting children's welfare and this policy should be read in conjunction with the policies and guidance listed below:

- Child Protection Policy
- Keeping Children Safe in Education
- Restrictive Intervention Policy
- Behaviour Policy
- Online Safety Policy
- SEND Policy

#### What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying often involves an imbalance of power, making it difficult for the person being bullied to defend themselves

We believe that there are several types of bullying:

- **Emotional:** excluding from a group, tormenting, ridiculing, humiliating
- **Physical:** hitting, punching, pinching kicking or taking someone's belongings.
- **Verbal:** name-calling, insulting, indirect bullying, through spreading stories about someone, threats, making fun of someone.
- **Racist:** racial taunts, gestures, making fun of someone's culture or religion.
- **Homophobic / bi-phobic:** homophobic and bi-phobic name-calling or comments, gestures, making fun of someone's sexual orientation.

- **Transphobic:** bullying based on prejudice or negative attitudes, views or beliefs about, or behaviours towards trans people including non-binary people. This can include denying someone's gender or refusing to accept it.
- **Disability-based:** bullying due to someone having a disability and negative opinions about this.
- **Sexual:** unwanted physical contact, sexually abusive or sexist comments.
- **Cyber:** the misuse of technology, social media, gaming platforms, messaging services and artificial intelligence tools to intimidate, threaten, humiliate or harm another person. This includes the sharing of altered images, deepfakes, AI-generated content, unwanted images and online harassment.

Baldon Glen Primary School recognises that bullying may be motivated by prejudice or discrimination relating to a protected characteristic, including race, religion or belief, disability, sex, sexual orientation and gender reassignment. Such incidents will be taken particularly seriously and may also be treated as safeguarding concerns.

Some incidents may meet the threshold for child-on-child abuse rather than bullying. These may include sexual harassment, sexual violence, harmful sexual behaviour, image-based abuse, online abuse, coercive behaviour, initiation-type violence and other forms of abuse. Such concerns will be managed in accordance with the school's Child Protection and Safeguarding Policy.

### **Bullying is not:**

It is important to understand that bullying is not the occasional falling out with friends, name calling or having arguments. Children do sometimes fall out or say unkind things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

**It is bullying** if it is done repeatedly and on purpose.

The school will make it clear through its curriculum, assemblies, policies and daily practice that bullying will not be tolerated. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

### **Why do we tackle bullying?**

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- Children should be happy and feel safe at school
- Bullying makes people unhappy and leads to low self-esteem.
- Pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- Some pupils avoid being bullied by not attending school.
- Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.

- We wish to build the self-esteem of all pupils, especially bullies and victims.

### **Procedures for reporting and responding to bullying incidents**

Allegations and incidents of bullying at Baildon Glen Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures are to be followed:

- Incidents of potential bullying need to be reported to an adult in school.
- The incident will be recorded as 'Alleged Bullying' on CPOMS whilst the investigation takes place. If the incident is later found to be bullying after investigations are concluded, the CPOMS entry can be later amended by senior leaders to 'Bullying' and the relevant subcategory.
- The class teacher will initially speak to all children involved about the incident separately or if appropriate as a group. This will be reported to the Senior Leadership Team.
- Following discussions with the children, the problem will be identified and possible solutions suggested.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.
- The children displaying the bullying behaviour may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied e.g. loss of privileges, spending playtime and lunchtimes with an adult, parents being called into school.
- Restorative approaches may be considered where appropriate and where this is in the best interests of all children involved.
- An attempt will be made and support given to help the children displaying the bullying behaviour to understand and change their behaviour.
- In repeated or serious cases the school may apply sanctions in accordance with the Behaviour Policy, including suspension or permanent exclusion.
- Staff will attempt to adopt a problem-solving approach through discussion time, PSHE activities and/or drama activities or mentoring.

Where bullying behaviour presents a safeguarding risk, causes significant harm, involves prejudice-based abuse or may constitute a criminal offence, the Designated Safeguarding Lead will be informed immediately and appropriate referrals made.

The school recognises that bullying can have significant effects on children's emotional wellbeing, self-esteem, attendance, engagement and mental health. Appropriate support will be offered to both those experiencing bullying and those displaying bullying behaviours.

The Senior Leadership Team will regularly analyse bullying records to identify patterns, trends and protected groups who may be disproportionately affected. Findings will inform preventative work and staff training.

The school may investigate and respond to bullying occurring outside school, including online incidents, where the behaviour impacts the safety, wellbeing or education of pupils.

## **Role of Parents**

Parents have an important part to play in our anti bullying policy. We ask parents to:

- Look out for unusual behaviour in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in their child's education, enquire how their day has gone, who they have spent time with etc.
- Inform the school if they feel their child may be a victim of bullying behaviour. Their complaint will be taken seriously and appropriate action will follow.
- Never approach a child in the playground or on their way home who they feel has bullied their child.
- Advise their child not to fight back or to repeat the bullies' behaviour as this will only make the situation worse.
- Reassure their child that it is not their fault they are being bullied.

## **Strategies for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Daily focus on Baildon Glen's '6 Ways to Grow' which include being safe and respectful towards each other.
- Themed weeks focusing on the 'Healthy Me' curriculum driver which incorporates mental health and safe relationships.
- Teaching pupils about respectful relationships, consent, personal boundaries and online safety through the Relationships Education and PSHE curriculum.
- Exploration of bullying and relationships between peers through weekly children's safeguarding questions.
- Regular lessons using 'Zones of Regulation' resources which help children to express their feelings and understand their emotions.
- Taking part in national Anti-Bullying Week.
- Awareness through anti-bullying assemblies.
- Drama/role play activities.
- The following of the whole school behaviour policy which includes using praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one another.

Outcomes from monitoring of behaviour, bullying, pupil voice and questionnaires etc. will be acted upon to ensure provision continually addresses any concerns

## **Monitoring of Policy**

This policy will be monitored by the Senior Leadership Team and will be reviewed annually.