



Anti-Bullying Policy

SCHOOL POLICY

Review: Two Years

Next Review Date: June 2028

Role	Name
Headteacher	Caroline Rodgers
Chair of Governors	Linda Mosley
Designated Governor	
Designated Senior Lead	Caroline Rodgers – Headteacher

The Brockley Way

Respect
Resilience
Responsibility

1. Introduction and Aims

At Brockley Primary School, we believe every child has the right to feel safe, valued, respected and included.

We are committed to creating a culture where kindness, respect and positive relationships are at the heart of everything we do. Through The Brockley Way, we teach children how to build healthy friendships, celebrate differences, resolve conflict respectfully and take responsibility for their actions.

Bullying can have a significant impact on a child's emotional wellbeing, self-esteem, attendance and achievement. Bullying is not accepted at Brockley Primary School and will not be tolerated.

All allegations of bullying will be taken seriously, investigated thoroughly and responded to promptly. Our approach focuses on:

- Keeping children safe.
- Listening to all parties involved.
- Restoring relationships where appropriate.
- Supporting victims.
- Educating pupils who display bullying behaviours.
- Working in partnership with families.

This policy supports:

- Keeping Children Safe in Education (KCSIE)
- Equality Act 2010
- DfE Preventing and Tackling Bullying Guidance
- The Education and Inspections Act 2006
- Ofsted's expectations regarding behaviour, safeguarding and personal development.
- Brockley's Behaviour Policy and Expectations

2. What is Bullying?

The Anti-Bullying Alliance defines bullying as:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological."

Bullying differs from occasional disagreements, conflict, friendship difficulties or unkind behaviour because it:

- Is deliberate.
- Usually happens repeatedly.
- Involves an imbalance of power.

We teach children the acronym:

STOP - Several Times On Purpose

This helps children understand the difference between bullying and isolated incidents of poor behaviour.

However, we recognise that some incidents may be considered bullying even if they have not been repeated, particularly where behaviour is:

- Racist
- Homophobic
- Biphobic
- Transphobic
- Disability-related
- Sexist
- Sexual in nature

or where a child may be at risk of harm.

2.1 Types of Bullying

Bullying can take many forms, including:

- Name-calling
- Taunting
- Mocking
- Threatening behaviour
- Physical aggression
- Intimidation
- Deliberately excluding others
- Damaging property

- Spreading rumours
- Cyberbullying through technology and social media
- Prejudice-based bullying linked to protected characteristics.

Children may target others because of:

- Race or ethnicity
- Religion or belief
- Disability
- Gender
- Sexual orientation
- Family circumstances
- Appearance
- Neurodiversity
- Poverty
- Any perceived difference.

3. The Brockley Way and Preventing Bullying

The most effective way to address bullying is to prevent it.

We actively promote:

Respect - Be Kind

Children are taught to understand and value differences, show empathy and treat others with dignity.

Resilience - Keep Going

Children are encouraged to seek support, speak up when worried and help others who may need support.

Responsibility - Make Good Choices

Children learn that their words and actions affect others and that they are responsible for creating a safe and inclusive school community.

3.1 How We Prevent Bullying

At Brockley, bullying prevention forms part of everyday school life.

We do this through:

- A restorative behaviour approach.

- Explicit teaching of The Brockley Way.
- PSHE education.
- Relationships Education.
- Assemblies.
- British Values.
- Teaching about Protected Characteristics.
- Online safety education.
- Pupil voice opportunities.
- Anti-Bullying Week.
- Safeguarding curriculum.
- Celebrating diversity and inclusion.
- Positive role modelling from staff.

3.2 What Should Children Do?

We encourage children to:

START TELLING

Children should tell:

- Their class teacher.
- A trusted adult.
- A member of the leadership team.
- A family member.

Children are taught that reporting bullying is not "telling tales"; it is helping someone stay safe.

3.3 What Should Parents Do?

Parents know their child best.

Possible signs of bullying may include:

- Reluctance to attend school.
- Changes in behaviour.
- Anxiety or low mood.
- Changes in sleep patterns.
- Frequent minor illnesses.
- Loss of confidence.
- Reluctance to use technology or increased distress after using devices.

If parents have concerns, they should contact the school promptly so that concerns can be investigated.

We ask parents to:

- Remain calm.
- Listen carefully.
- Avoid encouraging retaliation.
- Work with the school to resolve concerns.

4. Procedures for Responding to Bullying

When concerns are reported:

1. The child will be listened to.
2. Information will be gathered.
3. Staff will speak to those involved and any witnesses.
4. Records will be completed.
5. Parents will be informed where appropriate.
6. Appropriate support and interventions will be implemented.

Possible outcomes include:

- Restorative conversations.
- Increased supervision.
- Pastoral support.
- Individual behaviour support.
- Parental meetings.
- Behaviour sanctions.
- Safeguarding referrals where necessary.

Where bullying is confirmed, action will focus on:

- Protecting the child experiencing bullying.
- Stopping the behaviour.
- Rebuilding relationships where appropriate.
- Supporting behavioural change.

5. Supporting Children

5.1 Children Experiencing Bullying

The school will:

- Listen carefully.
- Take concerns seriously.
- Provide reassurance.
- Monitor wellbeing.

- Work with parents.
- Provide pastoral support where needed.

5.2 Children Displaying Bullying Behaviour

The school will:

- Help them understand the impact of their actions.
- Hold them accountable.
- Support them to make better choices.
- Work with parents.
- Provide targeted intervention where appropriate.

6. Monitoring and Governance

The Headteacher and Governors monitor bullying incidents, patterns and outcomes to ensure:

- The school remains safe.
- Incidents are addressed effectively.
- Vulnerable groups are protected.
- Appropriate support is available.
- The policy remains effective and compliant.

Bullying incidents are recorded and reviewed regularly as part of the school's safeguarding and behaviour monitoring systems.

7. Equality and Inclusion

Brockley Primary School is committed to ensuring that all members of our community are treated fairly, respectfully and without discrimination.

We actively challenge:

- Racism
- Sexism
- Homophobia
- Biphobia
- Transphobia
- Disability discrimination
- Religious discrimination
- Any form of prejudice-based bullying

Everyone belongs at Brockley Primary School.

Through The Brockley Way, we work together to ensure that every child feels safe, valued and able to thrive.