

The Ivory Federation

Propps Hall Junior, Infant and Nursery School Springhead Infant and Nursery School Rushcroft Primary School

ANTI-BULLYING POLICY

RATIONALE

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children, to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

This policy should be read in conjunction with *Keeping Children Safe in Education (KCSIE) 2026*, the Equality Act 2010 and the DfE guidance *Preventing and Tackling Bullying*.

We believe bullying can take many forms, including physical, verbal and social bullying, prejudice-based bullying and bullying through technology and online platforms. We are aware that safeguarding issues can manifest themselves via child-on-child abuse, including bullying (including cyberbullying); physical abuse such as hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm; sexual violence and sexual harassment; consensual and non-consensual sharing of nude and semi-nude images and/or videos; and initiation/hazing type violence and rituals. We must be alert to signs of bullying and take appropriate action to stop it. We will deal with all incidents of alleged bullying.

We are committed to protecting all pupils from prejudice-based and discriminatory bullying. Bullying relating to protected characteristics, including disability, race, religion or belief, sex, sexual orientation and gender reassignment, will be challenged, dealt with and recorded. Pupils will be provided with safe and appropriate opportunities to speak to a trusted member of staff about any concerns.

We believe that by creating a safe, secure and caring school environment we will encourage all pupils to report any incident of bullying to a member of the school personnel.

Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively as we wish to promote the wellbeing of all pupils.

PURPOSE

- To protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all children.
- To look out for all signs of bullying and to take the appropriate action to stop it.
- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To work with other schools to share good practice and improve this policy.

DEFINITION OF BULLYING

Definition of Bullying: Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It involves an imbalance of power and can be face-to-face or online.

TYPES OF BULLYING

Bullying may include (but is not limited to): physical bullying; verbal bullying; indirect or social bullying; cyberbullying; and prejudice-based bullying related to protected characteristics such as race, religion, disability, sex, sexual orientation or gender reassignment.

BROAD GUIDELINES

ROLES AND RESPONSIBILITIES

LEADERSHIP AND MANAGEMENT

Under Section 157 of the Education and Inspections Act 2006, the leadership team has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Senior Leaders will:

- implement and ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure that all pupils understand that bullying is wrong through our personal and social education curriculum and the religious education curriculum;
- ensure that all parents are aware of this policy and that we do not tolerate bullying;
- raise awareness of bullying with pupils, parents, school personnel and governors on the grounds of protected characteristics: age, disability, gender reassignment, race, religion or belief, and sexual orientation (Equality and Human Rights Commission);
- respond and deal with all incidents of bullying;
- keep records of all incidents of bullying in a central log to build up a picture of concerns of individual pupils and in identifying patterns of behaviour and ensure all incidents are categorised according to the protected characteristics which gives a clear picture of patterns of behaviour over each term / academic year;
- undertake termly analysis of bullying data, including patterns relating to protected characteristics, and report findings to Governors;
- annually report to the Governing Body on the success and development of this policy;
- support any pupil who has been bullied;
- support pupils who have displayed bullying behaviour to understand the impact of their actions and change their behaviour;
- impose sanctions on any pupil who continues to bully;
- consider suspension or permanent exclusion in the most serious incidents of bullying, in accordance with the relevant Local Authority arrangements;
- respond to the misuse of mobile phones or other devices in accordance with the Behaviour Policy and Online Safety, Acceptable Use & Filtering and Monitoring Policy;
- contact the police if any incidents of cyberbullying are sufficiently severe;
- ensure good arrangements are in place for pupils transferring from the primary to the secondary phase;
- provide counselling and support mechanisms to help those who have been bullied.

STAFF

- be aware of the signs of bullying to prevent bullying from taking place;
- take all forms of bullying seriously;
- encourage pupils to report any incidents of bullying to any member of the school personnel;
- report all incidents of bullying;
- raise awareness of the wrongs of bullying through lessons;
- use preventative strategies such as circle time, buddy systems, peer mentors, and friendship stops;
- plan age-appropriate opportunities in the curriculum to discuss issues related to the protected characteristics;
- build pupils' resilience to bullying;
- develop philosophy sessions to provide children with opportunities to discuss equality and diversity;
- in Early Years settings, recognise that children are developing social understanding. Not all conflict constitutes bullying. Staff carefully distinguish between one-off relational conflict and repeated, targeted behaviour.

CHILDREN

- engage in lessons and activities about anti-bullying strategies;
- know the impact of bullying on victims;
- report any incidents of bullying to any adult in school;
- follow the school behaviour policy, anti-bullying policy and the Golden Rules;

REPORTING & INVESTIGATION PROCEDURE

All reports of bullying (from pupils, parents or staff) will be taken seriously. The school will investigate promptly by gathering statements, recording findings, informing parents of both the pupil who has experienced the alleged bullying and the pupil alleged to have displayed bullying behaviour, and applying appropriate sanctions in line with the Behaviour Policy. Outcomes will be monitored and reviewed.

Where a report indicates that a child may have suffered, or may be at risk of, harm, safeguarding procedures will take precedence and the matter will be referred immediately to the Designated Safeguarding Lead (DSL) or Deputy DSL.

PREVENTION STRATEGIES

Prevention strategies include PSHE curriculum coverage, online safety education, Anti-Bullying Week activities, assemblies, pupil voice initiatives and regular staff training.

SUPPORT

Support for pupils who have been bullied will include regular check-ins with a trusted adult, restorative conversations, pastoral support, and where appropriate, referral to external services.

CONCLUSION

This policy will help to foster an ethos which is warm, friendly, welcoming and safe for all. The Ivory Federation will be a place where bullying is not tolerated and where everyone will treat each other as they would expect to be treated themselves.

This policy is reviewed annually and sooner where there are changes to legislation or statutory guidance, or where learning from an incident indicates that changes are required.

Policy reviewed August 2026

Linked Policies

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Online Safety, Acceptable Use & Filtering and Monitoring Policy
- Relationships, Sex and Health Education Policy