CASTLE BROMWICH INFANT AND NURSERY SCHOOL

# ANTI-BULLYING POLICY

APPROVED BY GOVERNORS

REVIEWED BY MRS JULIE O'REILLY

Date : AUTUMN 2026 Review Date : Autumn 2027

## Objectives of this Policy

This policy explains how Castle Bromwich Infant & Nursery School works to prevent and respond to bullying behaviour.

We are committed to providing a caring, friendly and safe environment where every child feels happy, valued and ready to learn. We believe that all children have the right to feel safe and included within our school community.

Our approach is underpinned by our school values of Belonging, Kindness and Perseverance.

- *Belonging* means every child feels safe, valued and included.
- *Kindness* means treating others with care, respect and empathy.
- *Perseverance* means learning from mistakes, overcoming difficulties and making positive choices.

We believe that bullying behaviour is not compatible with these values and will not be tolerated. We also recognise that friendship difficulties, disagreements and unkind behaviour can be a normal part of growing up. Not all incidents of conflict or unkindness are bullying. When concerns arise, staff will carefully consider the age, understanding and developmental stage of the children involved before deciding whether bullying behaviour has occurred.

At Castle Bromwich Infant & Nursery School, we work together to ensure every child feels a sense of belonging, experiences kindness and develops the perseverance needed to thrive.

Our School Community Will:

- regularly review our Anti-Bullying Policy to ensure it remains effective and that all staff and governors understand and follow it;
- promote positive relationships and support children to show kindness, respect and understanding towards one another;
- ensure that children and parents know who to speak to if they have concerns about bullying behaviour;
- take all reports of bullying behaviour seriously and respond promptly and appropriately;
- work in partnership with parents and carers to prevent and address bullying behaviour;
- reassure children and families that concerns will be listened to and dealt with sensitively;
- help children feel safe, valued and included within our school community;
- support children to develop positive social skills, healthy friendships and respectful relationships;
- encourage children to demonstrate our school values of Belonging, Kindness and Perseverance in their daily interactions;

- *create a culture where all children feel confident to speak to a trusted adult if they are worried about themselves or someone else.*

## Definition of Bullying Behaviour

*Bullying behaviour is defined by the Department for Education as:*

- *"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."*
- *Bullying behaviour can happen to any child and may take many different forms. It is often motivated by prejudice or negative attitudes towards particular differences between people, whether those differences are real or perceived.*

*This policy covers all forms of bullying behaviour, including:*

- *bullying related to race, religion or culture;*
- *bullying related to Special Educational Needs and Disabilities (SEND);*
- *bullying related to appearance, physical differences or health conditions;*
- *homophobic bullying;*
- *bullying of young carers, children in care or children whose family circumstances may make them vulnerable;*
- *sexist or discriminatory bullying;*
- *bullying through the use of technology, including mobile phones, online games, messaging services and the internet (cyberbullying).*

*Bullying behaviour may include:*

- *name-calling;*
- *teasing or taunting;*
- *excluding others from games or friendship groups;*
- *spreading rumours;*
- *taking or damaging belongings;*
- *hitting, kicking or other physical aggression;*
- *making unkind comments online or through digital devices.*

*At Castle Bromwich Infant & Nursery School, we recognise that bullying behaviour is repeated and deliberate. Single incidents of unkindness, friendship difficulties or disagreements will be addressed appropriately but will not automatically be considered bullying. Staff will consider the age, understanding and developmental stage of the children involved when investigating concerns.*

*Children displaying bullying behaviour 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 inappropriate*

*and harmful behaviours expressed via digital devices (cyberchild displaying bullying behaviour) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.*

## *Preventing, Identifying and Responding to Child displaying bullying behaviour At Castle Bromwich Infant & Nursery School.*

*We promote a culture where every child experiences a sense of belonging, demonstrates kindness and develops the perseverance to resolve difficulties positively. Through positive relationships and clear expectations, we create an environment where all members of our community feel safe, valued and respected. We take a proactive approach to preventing child displaying bullying behaviour by teaching positive relationships, modelling respectful behaviour and addressing concerns at the earliest opportunity through our curriculum, assemblies and daily interactions.*

*At Castle Bromwich Infant & Nursery School we will:*

- *ensure all staff are aware of and follow the school behaviour policy;*
- *actively provide opportunities (through PSHCE and RE Education) to develop pupils' social and emotional skills, including their resilience.*
- *provide an 'open door' approach for pupils, staff and parents/carers to access support and report concerns;*
- *Create and maintain an inclusive environment where belonging, kindness, respect and equality are promoted and celebrated.*
- *consider all opportunities for addressing child displaying bullying behaviour in all forms throughout the curriculum (stories, drama and role play) including a range of additional approaches such as through displays, assemblies, events, and the school council;*
- *regularly update and evaluate our approaches 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;*
- *train all staff to identify all forms of a child displaying bullying behaviour and to follow the school policy and procedures (including recording and reporting incidents);*
- *proactively gather and record concerns and information about a child displaying bullying behaviour incidents and issues so as to effectively develop strategies to prevent child displaying bullying behaviour from occurring;*
- *use a variety of techniques to resolve the issues between those who child displaying bullying behaviour and those who have been bullied;*

- work with other agencies and the wider school community to prevent and tackle concerns;
- celebrate and recognise children who demonstrate kindness, inclusion, resilience and positive citizenship.
- provide opportunities for children to reflect on how their actions affect others and how kindness strengthens our school community
- ensure all children understand that everyone has the right to belong and feel accepted;

Involvement of Pupils

At Castle Bromwich Infant School we will:

- regularly listen to and gather children's views about friendships, relationships and any concerns they may have;
- ensure all children know who they can talk to if they are worried or upset
- help children understand what bullying behaviour is and what they should do if they experience or witness it;
- teach children about kindness, respect and positive relationships through the curriculum, assemblies and everyday school life
- support children who are experiencing bullying behaviour and those displaying bullying behaviour to help resolve difficulties positively;
- involve children in creating a school environment where everyone feels safe, valued and included;
- encourage children to demonstrate our school values of Belonging, Kindness and Perseverance;
- recognise and celebrate children who show kindness, inclusion, empathy and positive behaviour towards others.

Working with Parents and Carers

At Castle Bromwich Infant School we will:

- work in partnership with parents and carers to promote positive relationships and prevent bullying behaviour;
- ensure that information about our Anti-Bullying Policy and procedures is easily available through the school website and other communications;
- encourage parents and carers to share any concerns about bullying behaviour with the school as soon as possible;
- listen to and respond to concerns sensitively, fairly and promptly;
- keep parents and carers informed of actions taken to support children and resolve concerns;
- encourage parents and carers to model our school values of Belonging, Kindness and Perseverance and support their children to do the same.

Links with Other School Policies and Procedures

*This policy should be read alongside the following school policies and procedures:*

- *Behaviour Policy*
- *Safeguarding Policy*
- *Online Safety (E-Safety) Policy*
- *PSHE Policy*

*Together, these policies help us to create a safe, inclusive and respectful school environment where all children feel a sense of Belonging, experience Kindness and develop the Perseverance needed to thrive.*

Responsibilities

- *Everyone in our school community has a role to play in preventing and responding to bullying behaviour.*
- *Governors are responsible for monitoring and reviewing this policy to ensure it remains effective.*
- *The Headteacher and Senior Leaders are responsible for implementing the policy and ensuring concerns are managed fairly, consistently and appropriately.*
- *All staff are responsible for promoting positive relationships, supporting children and responding to concerns about bullying behaviour.*
- *Parents and carers are responsible for working in partnership with the school and encouraging their children to demonstrate positive behaviour and our school values.*
- *Children are encouraged to show our values of Belonging, Kindness and Perseverance, treat others with respect and speak to a trusted adult if they have any worries or concerns.*
- *Together, we are committed to creating a safe, caring and inclusive school where every child feels valued, respected and supported.*
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Procedures for Staff Responding to Bullying Concerns

*When bullying behaviour is suspected or reported:*

- *all concerns will be taken seriously and managed in line with the school's Behaviour Policy and Anti-Bullying Policy;*
- *staff will respond promptly and take appropriate action to ensure all children feel safe and supported;*
- *staff will listen carefully to everyone involved and gather information about what has happened;*
- *concerns will be recorded and shared with the Headteacher or Deputy Headteacher, who will oversee the investigation and any necessary actions;*
- *the child experiencing bullying behaviour will be reassured that their concerns are being listened to and will be addressed;*

- *parents and carers of all children involved will be informed and, where appropriate, invited to meet with school staff;*
- *appropriate support and interventions will be put in place for both the child experiencing bullying behaviour and the child displaying bullying behaviour;*
- *consequences will be applied in line with the school's Behaviour Policy where necessary;*
- *staff will continue to monitor the situation and provide ongoing support to ensure the bullying behaviour has stopped and positive relationships are restored.*

<u>Supporting Pupils</u>

*Children experiencing bullying behaviour will be supported by:*

- *being listened to by a trusted adult and given opportunities to talk about their experiences;*
- *being reassured that their concerns have been taken seriously and will be acted upon;*
- *receiving ongoing support from school staff;*
- *developing strategies and confidence to help prevent further incidents;*
- *rebuilding self-esteem, confidence and a sense of belonging within the school community;*
- *having access to trusted adults and supportive friendships;*
- *taking part in restorative conversations where appropriate to help rebuild relationships.*

<u>Supporting Children Displaying Bullying Behaviour</u>

*Children who display bullying behaviour will be supported by:*

- *discussing what has happened and helping them understand the impact of their actions on others;*
- *encouraging them to take responsibility for their behaviour and make positive choices;*
- *supporting them to repair relationships and friendships where appropriate;*
- *helping them develop strategies to manage their behaviour and interact positively with others;*
- *encouraging them to demonstrate our school values of Belonging, Kindness and Perseverance;*
- *working in partnership with parents and carers to support positive behaviour change;*

*Appropriate consequences will be applied to children displaying bullying behaviour in line with the school's Behaviour Policy. Any action taken will be proportionate, age-appropriate and focused on helping the child make positive behaviour choices, while ensuring that all children feel safe and supported.*

Monitoring and Review

*This policy will be reviewed annually by the Governing Body and Senior Leadership Team, or sooner if changes in legislation, guidance or school circumstances require. The Headteacher will regularly report to governors on any bullying concerns, actions taken and outcomes. The school will ensure that this policy is applied consistently and that any identified issues are used to inform future improvements and school development planning.*

Our Commitment

*At Castle Bromwich Infant & Nursery School, we believe that every child has the right to feel safe, valued and included. Through our values of Belonging, Kindness and Perseverance, we work together to create a nurturing school community where positive relationships flourish, differences are celebrated and bullying behaviour is not tolerated.*

*By working in partnership with children, families, staff and governors, we strive to ensure that every child feels a strong sense of belonging and is supported to thrive both socially and emotionally.*