

Anti-Bullying Policy

Committee ownership for this policy: F&R, C&A, E&C, FGB	FGB
Must be approved by FGB: Y / N	Y
Required by: 1 / 2 <ul style="list-style-type: none"> Where 1 is indicated, the requirement is statutory Where 2 is indicated, the requirement is recommended 	1
Frequency of review: annually, bi-annually, every 3 years	Annually
Date last reviewed:	January 2026
Date of next review:	January 2027
Display on website: Y / N	Y
Purpose:	<ul style="list-style-type: none"> To foster a whole-school culture where bullying is unacceptable. To prevent bullying through education, vigilance, and early intervention. To ensure all incidents are managed promptly, fairly, and supportively.
Consultation:	Staff, Pupils, Governors
Links with other policies:	<ul style="list-style-type: none"> Behaviour Policy Safeguarding and Child Protection Policy Online Safety Policy RSHE Policy SEND Policy Equality and Diversity Policy Complaints Policy

1. Policy Statement

Kew Riverside Primary School is committed to providing a safe, respectful, inclusive and supportive environment where all pupils feel valued and able to learn without fear. Bullying of any kind is unacceptable and will not be tolerated.

Bullying is recognised as a **form of peer-on-peer abuse** and may constitute a **safeguarding concern** as outlined in *Keeping Children Safe in Education (2025)*. All bullying concerns are therefore considered within the school's safeguarding framework and may be managed in line with the **Safeguarding and Child Protection Policy** where there is a risk of harm.

We believe that every child has the right to feel safe, respected and included. Through positive relationships, restorative practice, early intervention and a whole-school safeguarding approach, we aim to prevent bullying and respond effectively when it occurs, enabling all pupils to thrive academically, socially and emotionally.

This policy reflects the UN Convention on the Rights of the Child (including Articles 2, 3, 12, 19, 28 and 29) and underpins our school vision of being happy, curious, resilient and kind.

2. Definition of Bullying

2.1 What is Bullying?

Bullying is unwanted, intentional behaviour by an individual or group that:

- Involves a real or perceived imbalance of power
- Is repeated over time, or has the potential to be repeated
- Causes physical, emotional or psychological harm

Bullying may involve **physical, emotional, sexual or online abuse** and is recognised as a **form of peer-on-peer abuse** under *Keeping Children Safe in Education (2025)*.

Bullying is different from one-off disagreements or conflicts between pupils, which are managed through the Behaviour Policy.

2.2 Types of Bullying

Bullying may take many forms, including, but not limited to the following:

- **Physical:** hitting, kicking, pushing, damaging belongings
- **Verbal:** name-calling, threats, teasing, racist, sexist, homophobic, biphobic or transphobic language
- **Social/Relational:** exclusion, spreading rumours, encouraging others to isolate someone
- **Cyberbullying:** abusive messages, images, videos, online harassment, impersonation or coercion
- **Prejudice-based bullying:** motivated by race, religion, disability, gender, gender identity, sexual orientation, appearance, family circumstances, health conditions or SEND

Misuse of digital technologies, including **AI-generated images, voice, text or deepfake content**, to intimidate, harass, exploit or humiliate is treated as bullying and may also constitute a safeguarding concern.

3. Aims and Objectives

4. Roles and Responsibilities

4.1 Governing Body

- Support the Headteacher in eliminating bullying
- Monitor the effectiveness of the policy through termly reports and data analysis
- Review the policy annually
- Respond within ten school days to parental requests to investigate bullying concerns

4.2 Headteacher

- Implement and lead the Anti-Bullying Policy
- Ensure all staff receive regular safeguarding and child protection training, including peer-on-peer abuse and online harms
- Promote a positive school ethos where bullying is less likely to occur
- Ensure concerns are escalated to the Designated Safeguarding Lead (DSL) where appropriate
- Report to governors on the effectiveness of anti-bullying strategies
- Ensure Anti-Bullying Week and curriculum learning promote kindness and inclusion

4.3 Staff

All staff have a duty to **safeguard children** and must:

- Model respectful and inclusive behaviour at all times
- Take all reports of bullying seriously and never dismiss concerns as “banter”
- Recognise bullying as potential peer-on-peer abuse
- Support pupils who are bullied and address bullying behaviour
- Record all confirmed bullying incidents and safeguarding concerns on CPOMS
- Report concerns to the DSL in line with safeguarding procedures
- Use restorative, trauma-informed and attachment-aware approaches, including emotional coaching

4.4 Designated Safeguarding Lead (DSL)

The DSL will:

- Assess bullying concerns that may meet the threshold for safeguarding intervention
- Consider patterns, vulnerability, protected characteristics and contextual safeguarding factors
- Liaise with external agencies, Early Help or Children’s Social Care where required
- Ensure appropriate information sharing in line with statutory guidance

4.5 Pupils

- Treat others with kindness and respect
- Report bullying they experience or witness to a trusted adult
- Participate in restorative processes where appropriate

4.6 Parents and Carers

- Inform the school promptly of concerns about bullying
 - Support the school's Anti-Bullying and Behaviour Policies
 - Encourage positive behaviour and respectful relationships at home
-

5. Prevention

We prevent bullying through a whole-school approach that includes:

- Clear expectations for behaviour and relationships
 - High levels of supervision in shared spaces
 - PSHE, RSHE and curriculum teaching on empathy, diversity, online safety and respectful relationships
 - Assemblies, displays and pupil-led initiatives
 - Anti-Bullying Week and celebration of diversity
 - Pupil voice through the Pupil Parliament, including a child-friendly Anti-Bullying Promise
 - Awareness of **contextual safeguarding**, including risks in the community, peer groups and online environments
-

6. Responding to Bullying

6.1 Reporting

- Pupils can report bullying to any trusted adult or via agreed school systems
- Parents/carers should contact the class teacher in the first instance or the DSL where concerns relate to safety
- All concerns are taken seriously and acted upon

6.2 Investigation and Recording

- Incidents are investigated fairly, sensitively and promptly
- All confirmed bullying incidents are recorded on CPOMS
- Bullying involving online harm, coercion, sexualised behaviour or exploitation is managed in line with *Keeping Children Safe in Education (2025)*
- Bullying occurring outside school is addressed where it impacts pupils' safety or wellbeing

6.3 Graduated Response

Responses are proportionate and may include:

- Restorative conversations and mediation
- Parental meetings and support plans
- Behaviour contracts and mentoring
- Senior leadership involvement
- External agency support
- Fixed-term exclusion in severe or persistent cases

6.4 Supporting Pupils

- **Victims:** emotional support, wellbeing check-ins, ELSA or counselling referral, safety planning where needed
- **Perpetrators:** guidance, reflection, mentoring and restorative practice
- **Informant:** emotional support, wellbeing check-ins, ELSA, guidance, restorative practice

- Individual needs, including SEND, trauma, mental health or safeguarding concerns, are carefully considered
-

7. Sanctions

Sanctions are:

- Fair, consistent and proportionate
 - In line with the Behaviour Policy
 - Focused on education, accountability and repairing harm
-

8. Monitoring and Review

- The Headteacher and DSL monitor bullying incidents on an ongoing basis
 - Termly data is analysed to identify patterns or safeguarding concerns
 - Governors receive anonymised reports for oversight
 - Racist incidents are reported termly to the local authority
 - The policy is reviewed annually
-

9. Complaints

If parents/carers feel that concerns have not been addressed, they may follow the school's Complaints Policy, available on the school website or from the school office.



10. Links to Other Policies

- Behaviour Policy
- Keeping Children Safe Policy
- E- Safety Policy
- RSE Policy
-
- Staff Code of Conduct
- Complaints Policy

Appendix 1: Kew Riverside Anti-Bullying Promise (Child-Friendly Summary)

This *pupil-written version*, developed with the **Pupil Parliament** during Anti-Bullying Week 2025, explains the key messages of our Anti-Bullying Policy in simple, accessible language. It includes:





- What bullying is and how it feels
- What to do if you see or experience bullying
- Our school's pledge to listen, support, and restore relationships
- A reminder that everyone has the right to feel **safe, respected, and included**

 **ANTI-BULLYING**
PROMISE 

We Believe Every Pupil Should:

- **Feel safe, respected, welcome, included and belong.**
- **Learn without fear of bullying or unkindness so we can thrive.**
- **Be able to speak up if something feels wrong.**

What is Bullying?
Bullying is when someone is constantly hurting or upsetting another person on purpose.

 Physical hitting, kicking, breaking things	 Verbal Name calling, teasing, threats	 Social Leaving people out, Spreading rumors	 Online Cyber Bullying mean messages, posts or videos
---	--	--	---

People can be bullied because of:
Race, religion or culture
Gender or identity
A disability or health condition
Family or personal circumstances

Listen:
Your voice matters!

Investigate:
Adults will look into what happened fairly.

All and Bullying – Listen & Speak Up!

1. **Listen.** Your voice matters.
2. **Investigate:** Adults will look into what happened fairly.
3. **Support & Restore:** Victims get emotional support. Bullies get help to change their behaviour

Remember!

- Reporting bullying is brave and helpful.
- Everyone can help make our school safe and kind.
- The Pupil Parliament helps make decisions about bullying - your voice counts.

Join us and take the first step toward a bully-free world!

