



BENTHAM COMMUNITY PRIMARY SCHOOL - ANTI-BULLYING POLICY

Approved by: Governing Body

Date Approved: June 2026

Review Date: June 2027

Responsible Officer: Headteacher

1. Purpose

Bentham Community Primary School is committed to providing a safe, inclusive and respectful environment where all members of the school community are treated with dignity and respect.

This policy aims to:

- prevent bullying and discriminatory behaviour
- promote a culture of kindness, inclusion and mutual respect
- ensure concerns are identified and addressed promptly and effectively
- support all pupils involved in bullying incidents
- fulfil the school's safeguarding and equality responsibilities

2. Scope

This policy applies to:

- pupils aged **4–11 attending the main school**
- children attending the **nursery provision for ages 2–3** (with developmentally appropriate expectations)

It applies to behaviour:

- on school premises
- during educational visits, sporting events and school activities
- while travelling to and from school where appropriate
- online and in digital spaces, including cyberbullying
- outside school where there is a clear impact on the safety, wellbeing or learning of members of the school community

All staff, governors, volunteers and visitors are expected to uphold and support this policy.

3. Definition of Bullying

Bullying is behaviour by an individual or group that is intended to hurt, intimidate, threaten, exclude or harm another person.

Bullying is typically characterised by:

- deliberate intent to cause harm or distress
- repeated behaviour over time
- an imbalance of power between those involved

Bullying may include:

- physical behaviour
- verbal abuse
- emotional harm
- social exclusion
- discriminatory or prejudicial behaviour
- online or cyberbullying

While bullying is usually repeated, a single serious incident may be treated and investigated as bullying where the impact on the victim is significant.

4. Equality and Protected Characteristics

The school has a zero-tolerance approach to prejudice-based bullying and discrimination.

Bullying related to any **protected characteristic under the Equality Act 2010** will be addressed robustly, including:

- race or ethnicity
- religion or belief
- disability
- sex
- sexual orientation
- gender reassignment
- pregnancy or maternity

The school will actively challenge discriminatory language, behaviour and stereotypes.

5. Early Years Foundation Stage (EYFS) / Nursery Provision

The school recognises that children in the nursery provision (ages 2–3) are developing social, emotional and communication skills. Behaviour at this stage is understood within a developmental context.

Staff will:

- respond in a calm, consistent and developmentally appropriate manner
- model positive relationships and behaviours
- support children in understanding feelings and managing emotions
- teach sharing, turn-taking and cooperation

- use co-regulation and consistent routines to support behaviour
- work closely with parents and carers to address concerns

Formal sanctions are **not normally used** within the nursery provision. Instead, the focus is on **teaching, support and early intervention**.

6. Prevention

The school actively seeks to prevent bullying through:

- a positive, inclusive and respectful school culture
- clearly taught behaviour expectations
- a comprehensive curriculum including PSHE, Relationships Education and Online Safety
- promotion of equality, diversity and inclusion
- staff role modelling
- pupil voice (e.g. School Council)
- effective supervision and monitoring

Pupils are encouraged to: **speak out if they experience or witness bullying and to seek support from a trusted adult.**

7. Reporting Concerns

All members of the school community are encouraged to report concerns promptly.

Concerns may be reported to:

- class teachers
- teaching assistants
- senior leaders
- the Designated Safeguarding Lead (DSL)
- any trusted member of staff

All reports will:

- be taken seriously
- be responded to promptly
- be investigated appropriately

8. Responding to Bullying

When bullying is identified, the school will:

- investigate promptly, fairly and sensitively
- listen to all parties involved
- record findings and actions taken

- implement appropriate support and intervention
- apply consequences in line with the Behaviour Policy where appropriate
- monitor the situation to prevent recurrence

Responses will be:

- proportionate
- consistent
- focused on both accountability and education

9. Recording and Monitoring

The school will maintain accurate records of bullying incidents.

This includes specific monitoring of:

- racist incidents
- homophobic incidents
- biphobic incidents
- transphobic incidents
- disability-related incidents
- other prejudice-based incidents

Behaviour and bullying data will be **regularly reviewed** to:

- identify patterns and trends
- monitor vulnerable groups
- address any disproportionality
- inform preventative strategies

10. Support for Pupils

The school recognises the potential impact of bullying on wellbeing, confidence and learning.

Support for Pupils Experiencing Bullying

May include:

- emotional and pastoral support
- safeguarding intervention where needed
- reassurance and monitoring
- support to rebuild confidence and relationships

Support for Pupils Displaying Bullying Behaviour

May include:

- behaviour support and guidance
- restorative conversations
- opportunities to reflect and repair relationships
- education on the impact of their behaviour
- further intervention where appropriate

11. Safeguarding

Bullying may be an indicator of wider safeguarding concerns, including:

- abuse or neglect
- child-on-child abuse
- exploitation
- emotional harm

Where appropriate:

- concerns will be referred to the Designated Safeguarding Lead (DSL)
- safeguarding procedures will be followed in line with KCSIE
- external agencies may be involved

Serious incidents will be managed in accordance with the school's safeguarding and child protection procedures.

12. Roles and Responsibilities

Governing Body

The Governing Body will:

- monitor the effectiveness of this policy
- ensure compliance with statutory duties
- challenge and support school leaders
- promote a culture of safety, inclusion and respect

Headteacher

The Headteacher will:

- ensure the consistent implementation of this policy
- monitor bullying incidents and outcomes
- ensure staff are trained and supported
- report to governors as required

Staff

All staff will:

- challenge bullying behaviour
- promote respectful relationships
- record and report concerns
- support pupils appropriately
- act in line with safeguarding procedures

Pupils

Pupils are expected to:

- treat others with kindness and respect
- report concerns about bullying
- contribute to a safe and inclusive environment

13. Final Statement

Bentham Community Primary School is committed to fostering a culture where everyone feels safe, valued and respected.

Bullying in any form is unacceptable and will always be addressed promptly, fairly and effectively.

Through education, support and partnership with families, the school will actively prevent bullying and promote positive relationships across the school community.

Written and updated by

Richard Wright, Headteacher (June 2026)