'Spurring each other on with love'

Anti-Bullying Policy
2025-2026
(Annual)

POLICY HISTORY (starting with the new cycle started in 2011)

Policy / Version Date	Summary of change	Governor adoption Date	Signed by the Chair	Next Review Date
1	Written by Beth Williams	October 2011		Autumn 2013
2	Reviewed by Kerri Conday	December 2013		Autumn 2014
3	Reviewed by MH/KC using Devon model policy	November 2014		Autumn 2014
4	Reviewed using the school policy. No changes made.	26th November 2015		Autumn 2017
5	Reviewed using DfE Guidance 'Preventing and tackling bullying' July 2017 and Babcock model policy	23rd November 2017		Autumn 2019
6	Reviewed by JB using guidance and model policy from NSPCC	Autumn 2020		Autumn 2022
7	Reviewed by KC using guidance and model policy from NSPCC	17th November 2022		Autumn 2024
8	Reviewed by THH using guidance and model policy from NSPCC.	8th November 2024		Autumn 2025
9	Reviewed by THH and no changes made.	20th November 2025		Autumn 2026

At Bickleigh Down CofE Primary School, we believe that all children should feel happy, safe and secure in our school family. Our school vision is based on Hebrews 10:24 *'Let us consider how we may spur one another on toward love and good deeds'*. Just as God's people, the Hebrews were called to do this, our vision is that every member of our school family would spur each other on and aspire to be the best that they can be, this includes behaviour in and around our school. As a school family, we believe in encouraging and supporting children in a loving and respectful manner. We want all members of our school family to be understanding, respectful, loving, honest and trust in themselves and others. We ask all of our children to take responsibility for their behaviour which will prepare them for life and allow them to learn effectively.

We expect pupils to feel safe in school and on school related journeys, ensuring that they understand the issues relating to safety, such as bullying and that they feel confident to seek support from the school should they feel unsafe.

The purpose and scope of this policy statement is:
- To prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities.
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Bickleigh Down CE (Aided) Primary School, including senior managers and the board of governors, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:
- Our code of behaviour for children, young people and adults.
- Our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.
- See our information about behaviour management and codes of conduct.

What is bullying?
- Bullying includes a range of abusive behaviour that is:
- Repeated.
- Intended to hurt someone either physically or emotionally.

Legal framework
This policy has been drawn up using the NSPCC model procedure. This has been written on the basis of legislation, policy and guidance that seeks to protect children in the UK.

NSPCC Learning provides summaries of the key legislation and guidance on:
• Bullying and cyberbullying.
• Online abuse.
• Child protection in each nation of the UK.

All members of our school family have a responsibility to promote the welfare of all children and young people, to keep them safe and to protect them. All members have a responsibility to build an 'anti-bullying' culture and this includes being pro-active in tackling and addressing any aspects of bullying behaviour promptly and effectively. All members of staff are expected to provide good models of behaviour. We do not believe that there is a hierarchy of bullying – all forms are taken equally seriously and dealt with appropriately.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

We believe that children and young people should never experience abuse of any kind. Stopping violence and ensuring immediate physical and /or emotional safety is Bickleigh Down CE Primary School's priority. We have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We believe that:

- Children and young people should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- Bullying causes real distress and affects a person's health and development.
- In some instances, bullying can cause significant harm.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Forms of bullying

Bullying can take several forms and these can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name-calling, sarcasm, taunting, mocking, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
- Making offensive comments
- Taking or damaging belongings
- Racial taunts, graffiti, gestures
- Sexual comments, and/or suggestions
- Unwanted physical contact
- Cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- Excluding people from groups

Cyber-bullying

Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience. The Education Act 2011 states that when an electronic device, such as a mobile phone, has been seized by a member of staff who has been formally authorised by the headteacher, that staff member can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

If an electronic device that is prohibited by the school rules has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable. Material on the device that is

suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted prior to giving the device to the police. If a staff member finds material that they do not suspect contains evidence in relation to an offence, they can decide whether it is appropriate to delete or retain the material as evidence of a breach of school discipline.

Children from ethnic minorities, disabled children, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Prevention
We will seek to prevent bullying by:

Throughout our work we promote a discrete anti-bullying culture. In addition, through our PSHE, RSE, RE sessions and worship times we also tackle the issue in a more explicit manner which is age and circumstance appropriate.

- Our code of behaviour which sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities.
- Use CPOMS to record and monitor bullying incidences.
- All reported incidents will be taken seriously and investigated involving all parties.
- Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- Putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children, young people and families will focus on:
- Group members' responsibilities to look after one another and uphold the behaviour code
- Practising skills such as listening to each other.
- Respecting the fact that we are all different.
- Making sure that no one is without friends.
- Dealing with problems in a positive way.
- Checking that our anti-bullying measures are working well.

Responding to bullying
We will make sure our response to incidents of bullying takes into account:
- The needs of the person being bullied.
- The needs of the person displaying bullying behaviour.
- Needs of any bystanders.
- Our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:
- Seeking opportunities to learn about and celebrate difference.
- Increasing diversity within our staff, volunteers, children and young people.
- Welcoming new members to our organisation.

Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- Safeguarding and child protection policy and procedures.
- Managing allegations made against a child or young person.
- Managing allegations of abuse made against staff and volunteers.
- Code of conduct for staff and volunteers.
- Behaviour Policy
- Acceptable Use Policy - Cyberbullying and internet safety
- Equal Opportunities Policy
- Race Equality Policy
- PSHE/RSE/RE Subject Guidance
- Complaints Policy
- Keeping Children Safe in Education (Part 1)

At Bickleigh Down, we have an approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, or through worships. Staff themselves will be able to determine what will work best for their pupils, depending on the particular issues they need to address.

At Bickleigh Down CofE Primary School, our ethos of 'spurring each other on with love' stretches out into all that we do. In line with our vision for education, all pupils are expected to treat one another and school staff with respect so that they can 'live life in all its fulness' (John 10:10). Our school vision extends beyond the school building and into our local community where children are encouraged to spur others on to be the best that they can be, both within their behaviour and actions towards others.

At Bickleigh Down, we:

- Involve parents to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. Parents feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home

- Involve pupils. All pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders

- Regularly evaluate and update our approach to take account of developments in technology, for instance updating 'acceptable use' policies for computers

- Implement disciplinary sanctions. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable

- Openly discuss differences between people that could motivate bullying and respect that we are all different

- Provide effective staff training so that all school staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.

- Work with the wider community such as the police and children's services to agree a clearly understood approach to cases where bullying is particularly serious or persistent and where a criminal offence may have been committed.

- Make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on.

- Have created a safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination.

Safeguarding children and young people

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 2014. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action. Full details can be found in Part 1 of Keeping Children Safe in Education.

The investigation will take some, or all, of the following forms:

- Interviewing all parties
- Informing parents
- A range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate
- Use of our behaviour policy and in-school sanctions
- Pastoral Support Plan for the perpetrator who may be at risk of exclusion following the incident
- Follow up especially keeping in touch with the person who reported the situation, parents/carers
- Support for both the victim and the bully
- Recording any incidents on CPOMS.

The information on CPOMS will be used to ensure individual incidents are monitored and followed up.   It will also be used to identify trends and inform preventative work in school and development of the policy.

This information will be anonymised and presented to the Governors as part of the Headteacher's report.

In line with this policy, we have also created a children's version to simplify the information for them to understand.

Contact details
Nominated anti-bullying lead: Mrs T. Hue Hamilton
Phone/email: 01752 301837/ admin@bickleighdown.devon.sch.uk
Designated safeguarding and child protection Lead: Mrs K. Conday
Governor responsible for safeguarding and child protection: Mrs S. Cannon
NSPCC Helpline 0808 800 5000