SELE first SCHOOL

ANTI-BULLYING POLICY

Reviewed March 2026 Related Documents:
Section 89 Education and Inspections Act 2006
Relational Behaviour Policy
Staff Handbook
Child Protection and Safeguarding Policy
SEND Policy
PSHE Policy
Safeguarding Responsibilities
E-Safety Policy

Rationale

This policy is informed by the Education and Inspections Act 2006, Equality Act 2010, Children Act 1989 and 2004, Human Rights Act 1998, DfE Preventing and Tackling Bullying guidance, Keeping Children Safe in Education (KCSIE) and Working Together to Safeguard Children.

Sele First School is committed to providing a safe, caring and inclusive environment where all members of the school community are treated with dignity and respect. Bullying of any kind is unacceptable and will not be tolerated.

Aims

- Promote a safe and inclusive environment.
- Prevent bullying through education and positive relationships.
- Ensure concerns are reported, investigated and resolved promptly.
- Support both victims and those displaying bullying behaviour.
- Promote equality, diversity and respect.

Definition of Bullying

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where there is an imbalance of power. Bullying may be physical, verbal, emotional, indirect, online or prejudice-based.

Forms of Bullying

Physical, verbal, emotional, social, cyberbullying, racist bullying, disability-related bullying, homophobic bullying, bullying related to religion or belief, sex, gender reassignment or other protected characteristics.

Prejudice-Based Bullying

The school recognises that bullying may be motivated by prejudice relating to race, ethnicity, religion or belief, disability, SEND, sex, sexual orientation, gender reassignment, pregnancy and maternity, socio-economic circumstances, young

carers, and looked-after or previously looked-after children. Such incidents will be recorded and monitored.

Cyberbullying
Cyberbullying includes misuse of phones, messaging, social media, gaming platforms and online content. Pupils should preserve evidence such as screenshots and report any concerns immediately. The school may investigate off-site incidents where they affect pupil welfare, safety or education.

Sexual Harassment and Harmful Sexual Behaviour
Sexual harassment, sexual violence and harmful sexual behaviour are never acceptable and will be addressed in accordance with safeguarding procedures and KCSIE guidance.

Bullying and Safeguarding
Bullying may constitute a safeguarding concern where it is severe, persistent, discriminatory, sexually harmful, exploitative or involves online abuse. Such incidents will be managed in line with the Child Protection and Safeguarding Policy.

Reporting and Responding
1. Concern reported.
2. Incident recorded on CPOMS.
3. Investigation undertaken.
4. Parents informed where appropriate.
5. Support and sanctions implemented.
6. Follow-up monitoring completed.
7. Outcomes recorded.

All concerns will be taken seriously and dealt with promptly, fairly and consistently.

Roles and Responsibilities
Headteacher: implement and monitor the policy.
Staff: challenge bullying, record concerns and support pupils.
Parents/Carers: report concerns and support the school.
Governors: review effectiveness and monitor implementation.

SEND and Inclusion
Sele First School celebrates diversity and promotes inclusion. Pupils with SEND may be more vulnerable to bullying, or be perceived as a bully, and will receive appropriate support, protection and reasonable adjustments where necessary.

Pupil Voice
Sele First School seeks pupil views through surveys, school council discussions, assemblies, Anti-Bullying Week activities and class discussions.

Monitoring and Evaluation
Bullying data will be analysed for patterns and trends including protected characteristics, SEND, year group, gender, type and location of incidents. The policy will be reviewed annually.

Established: November 1997
Revised: March 2027