

# Bourton Meadow Academy



## ANTI-BULLYING POLICY

Date: November 2025

Review: November 2026

## Statement of Intent:

Bourton Meadow Academy is committed to fostering a safe, caring and supportive environment—one built on mutual respect—where every child can learn and thrive free from the fear of bullying.

We believe that maintaining such an environment is a shared responsibility, and every member of our school community plays an essential role in ensuring that bullying has no place in our school. It will not be tolerated.

## Friendship issues

We recognise that children will naturally experience disagreements and conflicts within their friendships. As a school, we are committed to helping them develop empathy and the skills needed to build and maintain positive relationships in ways that do not cause harm.

When friendship issues arise, we use restorative conversations to guide children in identifying, expressing and resolving their differences, with adult support where needed.

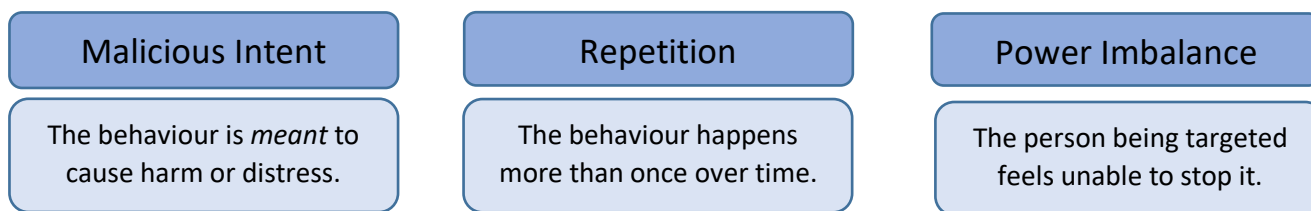
## What is Bullying?

***Bullying is the repeated and intentional hurting, intimidating, humiliating or excluding of an individual or group by another person or group, where there is an imbalance of power. Bullying can occur both face-to-face and online.***

Bullying can include:

| TYPE OF BULLYING   | DEFINITION  |
|--|---|
| Physical   | Hitting, kicking, pushing, punching, taking another's belongings, any use of violence   |
| Verbal   | Name-calling, sarcasm, spreading rumours, teasing, use of derogatory language   |
| Emotional  | Being unfriendly, excluding, tormenting, intimidating behaviour   |
| Online (cyber-bullying)  | Use of social media, messaging, calls. Misuse of associated technology e.g. photos and videos.<br><br>This can happen beyond the school day, into home and private space, with a potentially bigger audience, and more accessories as people forward content. |
| Prejudice-based and discriminatory, including: <ul style="list-style-type: none"><li>• Age</li><li>• Racial</li><li>• Faith-based</li><li>• Gendered (sexist)</li><li>• Homophobic/biphobic</li><li>• Transphobic</li><li>• Disability-based</li></ul> | Can be physical or verbal e.g. taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g., gender, race, sexuality or perceived sexuality)   |
| Sexual   | Unwanted physical contact, sexually abusive comments, gestures or teasing, display of sexual material, comments about sexual reputation or performance, interference with clothing  |
| Extortion  | Demanding money/goods with threats  |

Bullying is identified by three main factors:



At Bourton Meadow, we recognise that anyone can be a victim of bullying.

We also recognise that there is extensive research which shows that certain groups of children are statistically more likely to experience bullying. These groups include:

- pupils with SEND
- looked after children
- pupils from minority ethnic groups or faiths
- children from low-income families
- young carers
- LGBTQ+ children
- Children perceived to be LGBTQ+ by their peers

**All children at Bourton Meadow Academy have the right to feel safe all of the time.**

## The impact of bullying

We recognise that the impact of bullying can be far-reaching. There is considerable evidence showing that bullying can have both short-term and long-term effects on pupils. It can undermine their sense of safety and wellbeing, affect attendance and disrupt learning, leading to reduced engagement and lower academic achievement. Bullying can also contribute to ongoing mental health difficulties, including anxiety and depression.

## Our School Community

At Bourton Meadow Academy we work hard to create an inclusive environment – a safe place without prejudice – where children have the opportunity to thrive and fulfil their whole potential.

Our six core values, together with the Fundamental British Values, underpin all aspects of school life and support our children in having the confidence to develop and use their core beliefs and positive influences to make the right choices.

We respect the unique contribution which every individual can make to our school community and we believe, through our broad and balanced curriculum, that children leave our school as responsible, respectful and active citizens that embrace and champion equality for all.

We share the fundamental belief that:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- Everybody has the right to be heard and believed.
- No-one deserves to be a target of bullying.
- Everyone has the right to support – including those who engage in bullying

We take all reports of bullying seriously and act promptly in line with our school's anti-bullying policy.

## **Preventing Bullying**

**In order to actively promote diversity and equality within our school setting, we:**

- develop the content of our curriculum to create planned opportunities for children to learn about, promote and celebrate diversity so that they value contributions from all members of society
- Actively promote and celebrate diversity through the learning environment as well as the informal conversations that all staff have with children throughout the school day, beyond the taught curriculum
- develop an ethos that values and respects all people and ensures that everyone is treated fairly
- set clear rules for how we treat each other through our behaviour policy, and ensure that these are consistently modelled by the adults as well as the children, so that all pupils feel safe and happy within school
- foster good relations within our local community
- ensure that all toys, games and curriculum resources reflect the diversity of our pupils and are free from stereotypes and unconscious bias
- encourage children to engage with appropriate items in the news, fostering healthy, age-appropriate discussions around diversity, equality and inclusion
- create opportunities through the curriculum, as well as assemblies and circle time for children to develop an understanding of multicultural themes, preparing pupils for life in a diverse society
- challenge negative attitudes and reject and respond to all forms of disrespectful behaviour, prejudice and discrimination
- equip pupils with the knowledge and skills required to maintain their personal safety, including e-safety and to build positive relationships with others
- ensure playground staff are trained and we have a range of activities at lunchtime to promote positive play.

**To increase pupils' awareness of bullying and to equip them with the knowledge and skills to identify and report bullying we:**

- involve the school community when creating our anti-bullying policy
- use assemblies and circle time to ensure that pupils understand the differences between relational conflict and bullying
- ensure children understand that bullying of any form will not be tolerated in our school
- ensure children know who they can talk to if they have a concern about their own or another person's safety
- raise awareness of online bullying through e-safety
- Working with all parties to find solutions and identifying the most effective way of preventing reoccurrence and any consequences.
- Reflecting and learning from bullying episodes –considering what needs to happen next to prevent future bullying e.g. PSHRE, training etc.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

## **Reporting Bullying:**

All staff should be vigilant in preventing, identifying and reporting bullying.

Pupils are encouraged to speak to staff whenever they feel unhappy or have any concerns. At our school, pupils understand that they have the right to feel safe and to be safe, as well as the responsibility to help others feel and be safe.

Children are taught to recognise bullying and are encouraged to be vigilant and to reach out and advocate for each other, if they feel someone is a victim -or at risk of becoming a victim – of bullying.

Children are encouraged to report bullying, including that which may be taking place outside of school, to a trusted adult. This may be a:

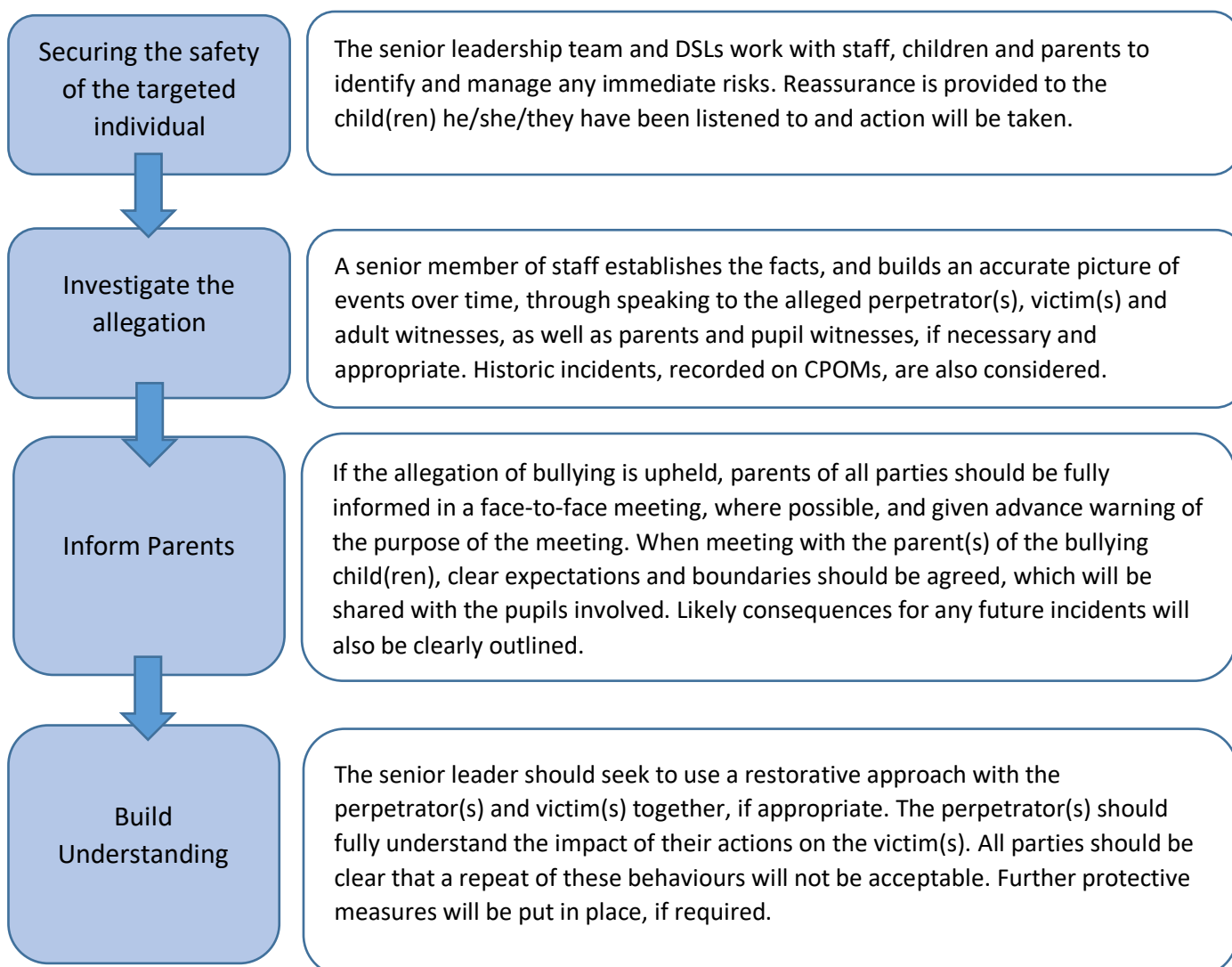
- Class teacher
- Teaching assistant
- Member of the senior leadership team or a designated safeguarding lead (DSL)
- Another trusted adult within school
- Parent/carer
- Another trusted family member

Parents are also encouraged to report concerns, including those relating to bullying. This is normally to the class teacher in the first instance. (Please refer to the section on 'Parent Involvement' for further guidance.)

## Responding to Bullying

When pupils or parents report concerns, staff are trained to LISTEN and to BELIEVE. Suspected or reported incidents of bullying are taken seriously and investigated immediately, recorded and escalated to senior staff, in line with this policy.

The flow chart below outlines the steps that are taken



Take actions to stop bullying from happening again.

The consequences and sanctions of bullying will be determined on a case-by-case basis, as it will depend on the circumstances, number and severity of incidents, as well as the age and stage of development of the pupils involved.

Consequences may include:

- a genuine apology
- mediation (if appropriate)
- intervention
- internal exclusion
- internal or external break/lunchtime exclusion
- suspension
- permanent exclusion in serious or repeated cases

Monitor and Support

A member of SLT will monitor any support and protective measures which have been put in place.

**Support for the victim:** A member of SLT or an adult of the child's choosing will meet regularly with the child(ren) to monitor their wellbeing, ensure they feel safe and provide a safe space to share further concerns.

**Support for the perpetrator:** The school recognises that while bullying behaviour is unacceptable and will not be tolerated, those who engage in bullying are also children and may be experiencing difficulties of their own. As such, they are considered vulnerable and will be offered appropriate support, guidance, and intervention to help them understand the impact of their actions, change their behaviour, and develop healthier ways of relating to others. This support may involve the use of external agencies, if necessary.

Any further incidents should lead to intervention (e.g., through outside agencies), increased monitoring, additional support, and an escalation of sanctions or consequences as deemed necessary. Appropriate action should continue until the bullying has stopped.

Record Incident and Action Taken

All bullying incidents, subsequent investigation and action taken must be recorded on CPOMs and cross referenced to perpetrator(s) and victim(s).

Incidents of bullying are also reported to the Governing Body.

Evaluate and Review

Reflect and learn from bullying episodes – consider what needs to happen next to prevent future episodes of bullying e.g. PSHE, staff training.

Identify any emerging trends/patters relating to bullying within the school. Evaluate the effectiveness of the steps taken within this policy and whether any changes should be considered.

## **Equal Opportunities**

Every member of our school community is entitled to equal protection from bullying and to learn in a safe, supportive environment. We are committed to eliminating discrimination, harassment, and victimisation as outlined in the Equality Act 2010, which protects against unfair treatment based on age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation. All children must have equal access to education and should never be disadvantaged because of their background, needs, or abilities. We value diversity, respect differences, and strive to ensure that every pupil feels safe, included, and able to fulfil their whole potential.

## **Staff Training and Support**

It is important that all staff have knowledge of the procedures and strategies involved in dealing with bullying. Training and support is provided when necessary. Regular safeguarding training ensures all members of staff understand their responsibility for ensuring the safety and wellbeing of pupils and are equipped with the knowledge and skills to identify possible signs of bullying.

## **Pupils**

The school takes part in 'Anti-bullying week' to raise children's awareness of the issue and their understanding of what bullying is and the fact that it is not tolerated within our school. Regular discussions in class, during assemblies and/or with individual pupils highlight the importance of speaking out and seeking the support of a trusted adult. Posters are displayed around the school, reminding children of key members of staff they can go to if they are worried or feeling unsafe.

We regularly provide pupils with the opportunity to feedback on how safe and happy they feel at school through pupil questionnaires and School Council meetings. Pupil voice is also gathered through monitoring visits from governors and the Educational Standards Director for Campfire Education Trust.

## **Parental Involvement**

We understand that providing an atmosphere that discourages bullying is a partnership between parents and the school.

Isolated incidents of discrimination and/or unkind behaviours will also be followed up promptly, with parental involvement, through our behaviour policy, to ensure children quickly recognise that these types of discriminatory views/behaviours are not right and are not tolerated at Bourton Meadow Academy.

If a child repeatedly harms another child, the parent of the perpetrator will be informed that it is the same child being targeted. This helps them develop an early understanding of the context and enables them to work in partnership with the school to stop the behaviour.

- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Head of School. The Head of School is always informed of any bullying concerns at Bourton Meadow Academy and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with a member of the senior leadership team.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should discuss these concerns with the Head of School and if still dissatisfied, they should follow the school's complaints policy.

## **Support from External Agencies**

**Where necessary, support may be sought from external agencies including:**

NSPCC Counselling Service

Healthy Schools

School Nurse

Education Welfare Service to support schools, pupils and families to address bullying

Police Schools' Liaison

Anti-Bullying Helpline - 01908 686468

Childline - 0800 1111 ([www.childline.org.uk](http://www.childline.org.uk))

Kidscape – 08451 205 204 ([www.kidscape.org.uk](http://www.kidscape.org.uk))

Anti Bullying Alliance – [www.anti-bullyingalliance.org](http://www.anti-bullyingalliance.org)

National Online Safety - <https://nationalonlinesafety.com>

E-Safety Coordinator – Alfie Bradbury

PSHE/SMSC Coordinator – Georgia Bird

SENDSCO – Amber Winyard

Designated Teacher for LAC – Amber Winyard

Safeguarding and Welfare Officer – Emma Pocock