



Nurturing **Ambition
Through a Living Faith**

Anti-bullying Policy

1. Mission, Vision, and Values

Mission Statement

Nurturing ambition through a living faith.

Vision Statement

Our academy delivers a purposeful curriculum through its living Christian faith. We nurture ambition in all our learners in order for them to become positive citizens of tomorrow.

Scriptural Foundation

"Let us not love with words or speech alone but with actions and truth."

— 1 John 3:18

2. Policy Statement and Statutory Context

At Darwen St James' C of E Primary Academy, we are committed to providing a safe, caring, and friendly environment for all pupils so they can learn in a relaxed and secure atmosphere. Bullying, harassment, or peer-on-peer abuse of any kind is unacceptable and will not be tolerated at our school.

Statutory Legislation & Guidance

This policy reflects current UK statutory requirements, duties, and government guidance, including:

- **Keeping Children Safe in Education (KCSIE)** (latest statutory guidance)
- **Working Together to Safeguard Children**
- **The Equality Act 2010** (Public Sector Equality Duty)
- **The Education and Inspections Act 2006** (Section 89)
- **The Children Act 1989 & 2004**
- **DfE Guidance: Preventing and Tackling Bullying and Searching, Screening and Sanctioning**

Where bullying indicates 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm', it will be treated immediately as a child protection concern under the Children Act 1989 and reported to Children's Social Care and/or the Police.

3. Definition of Bullying

We define bullying as **the repetitive, intentional hurting or harming of one person or group by another person or group, where the relationship involves**

an imbalance of power. It can happen face-to-face or online, and can be physical, verbal, or psychological.

While one-off incidents of unkindness or conflict are distressing and managed firmly under our Behaviour Policy, they do not automatically constitute bullying unless repeated over time or falling under specific categories (e.g., prejudice-based hate incidents or child-on-child abuse).

Main Forms of Bullying

Form	Specific Behaviours Included
Physical	Kicking, hitting, punching, pushing, tripping, taking or damaging belongings, physical intimidation.
Verbal	Name-calling, taunting, teasing, threats, making offensive or discriminatory comments.
Indirect / Social	Spreading hurtful rumours, deliberately excluding individuals from social groups, isolation, extortion.
Cyberbullying	Abusive messaging, harmful social media posts, misusing media/images, online harassment, exclusion from online groups or gaming platforms.

4. Prejudiced-Based Bullying and Hate Incidents

Bullying is frequently motivated by prejudice against particular groups. Under the **Equality Act 2010**, we actively prevent and respond to bullying or harassment targeting protected characteristics:

- Race, ethnicity, nationality, or culture
- Religion, faith, or belief
- Disability, Special Educational Needs (SEND), or medical conditions
- Sex, gender identity, or perceived identity
- Sexual orientation (homophobic, biphobic, or transphobic bullying)
- Children in care (Looked After Children), young carers, or socio-economic backgrounds

Prejudiced-Based / Hate Incidents

A prejudice-based incident is any single, one-off incident perceived by the victim or any other person to be motivated by hostility, prejudice, or ignorance regarding protected characteristics. Even if a one-off event does not fit the definition of repeated bullying, it is **recorded and tackled immediately** as a prejudice-based incident to prevent a hostile environment from developing.

5. Child-on-Child Abuse (formerly Peer-on-Peer)

In accordance with KCSIE guidelines, child-on-child abuse is recognized as a safeguarding issue and is never tolerated or passed off as "banter" or a "normal part of growing up."

Child-on-child abuse includes, but is not limited to:

- Physical and sexual abuse
- Sexual harassment (unwanted sexual comments, taunts, physical behavior, or digital harassment/upsurting/sharing of inappropriate images)
- Sexual violence (assault or unwanted physical contact)
- Teenage relationship abuse / coercive control
- Hazing, initiation ceremonies, or deliberate emotional harm

Safeguarding Lead Action: Any report of child-on-child abuse triggers an immediate risk assessment by the Designated Safeguarding Lead (DSL). The DSL will determine whether to:

1. Manage the incident with internal support/sanctions and risk management plans.
2. Refer to Early Help services.
3. Refer directly to Children's Social Care (CADS/MASH).
4. Report to the Police.

6. Bullying Outside School Grounds and Online

The Headteacher and staff have the statutory power to regulate and address pupil conduct outside school premises (Education and Inspections Act 2006). This includes:

- Bullying on school transport or walking to/from school.
- Cyberbullying occurring outside school hours that impacts a child's wellbeing or safety at school.
- Incidents during school trips, residential visits, or extracurricular sports events.

Where off-site or online bullying occurs, the school will investigate, apply sanctions, support victims, and liaise with parents, local Police, or Community Safety teams as necessary.

7. Prevention Strategies

We take a proactive, whole-school approach to preventing bullying:

- **Active Learning & Values Culture:** Promoting an inclusive culture through our core values (love, thankfulness, service, belonging), Active Learning routines, and Growth Mindset principles.
- **Curriculum Integration:** Dedicated coverage in PSHE/RSE lessons, Computing/Online Safety modules, RE, and collective worship.
- **Friendship & Anti-Bullying Campaigns:** Annual participation in National Anti-Bullying Week and ongoing peer-support initiatives.
- **Pupil Voice:** Utilizing our elected Academy Council and Worship Team to identify pupil concerns and lead peer solutions.
- **Staff Training:** Regular continuous professional development on identifying subtle signs of bullying, managing prejudice-based incidents, and enforcing safeguarding procedures.

8. Incident Reporting and Resolution Steps

When an incident of bullying or child-on-child abuse is reported, staff follow a structured, supportive, and restorative approach:

Step 1: Initial Response & Reassurance

- The pupil disclosing the incident is praised for speaking up and reassured that they are not to blame.
- Immediate action is taken to ensure the victim feels safe.

Step 2: Investigation & Statements

- An adult speaks with all involved parties separately.
- Details are listened to carefully and recorded factually on the school safeguarding management system (e.g., CPOMS).

Step 3: Resolution & Restorative Meetings

- The pupil displaying bullying behavior is confronted with the impact of their actions.
- Where appropriate (and **only with the victim's explicit consent**), a facilitated restorative meeting may take place. A victim is never forced to meet with the perpetrator.

Step 4: Sanctions & Parent Involvement

- Appropriate disciplinary sanctions are applied in line with our Behaviour Policy (e.g., loss of privileges, internal isolation, or suspension for severe/persistent cases).
- Parents/carers of all pupils involved are contacted and invited to discuss the situation and support plans.

Step 5: Recording & Follow-Up

- All confirmed incidents are logged centrally by the Headteacher/DSL to monitor patterns.
- Regular follow-up checks are scheduled with the victim to ensure the bullying has permanently ceased.

9. Monitoring, Review, and Related Policies

Monitoring

This policy is reviewed annually by the Headteacher, Designated Safeguarding Lead, and Local Governing Body. Incident trends, parental feedback, and pupil voice surveys are reviewed termly to ensure the effectiveness of our strategies.

Linked Documents

- Safeguarding and Child Protection Policy
- Behaviour Policy & Active Uniform Guidance
- Online Safety Policy
- Equality Information and Objectives Statement
- PSHE & RSE Curriculum Policy