Anti-Bullying Policy

(Autumn 2025)

This policy is part of the school's policies for safeguarding children.

Endeavour Primary Academy Anti-Bullying Policy

1. Introduction

At Endeavour Primary Academy, every pupil has the right to learn in an environment where they feel safe, respected, valued and free from bullying. Bullying can cause long-lasting harm, impact mental health, and create barriers to learning. We are committed to a whole-school approach, rooted in safeguarding, equality, and positive relationships. This policy aligns with the DfE's Preventing and Tackling Bullying guidance and the statutory safeguarding requirements set out in Keeping Children Safe in Education (KCSIE) 2025.

2. Aims

Our aims are to:
- Provide a safe, nurturing environment where bullying is not tolerated.
- Ensure all pupils understand what bullying is and how to report it.
- Respond swiftly, consistently and sensitively to all concerns.
- Support both the child experiencing bullying and any child involved in bullying behaviour.
- Promote respect, kindness, diversity and inclusion, consistent with the Equality Act 2010.
- Embed a preventative approach through curriculum, assemblies and staff training.
- Ensure robust systems for recording, monitoring and analysing bullying incidents.

3. Definition of Bullying

We need to be clear about what we mean by bullying. We define it as:

> • the wilful, conscious desire to hurt or threaten someone, physically, emotionally or materially on a number of occasions; or
> • when a person or a group deliberately intends to cause someone else to feel hurt, distressed, threatened or humiliated; or
> • behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

At Endeavour Primary Academy, bullying is identified by the impact on the child experiencing it, not by the intention of the child demonstrating the behaviour. Any behaviour that causes harm, distress, fear, humiliation, degradation or isolation is unacceptable, even if the perpetrator claims they "didn't mean it".

Children may try to downplay harmful behaviour by calling it "just banter" or "just joking". The school does not accept banter or joking as a justification, excuse, or defence for behaviour that causes harm. Staff will challenge any such behaviour, in line with KCSIE 2025 expectations, which require adults to recognise and respond to harmful peer behaviour even when it is presented as a joke.

Examples of bullying (not exhaustive)

- **Physical**: Hitting, slapping, kicking, pushing or punching, any use of violence, damaging or hiding personal belongings

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- **Verbal**: name-calling or mocking, insults, threats or intimidation, making someone the target of jokes.
- **Emotional/Relational**: deliberate exclusion from games, social groups or activities, spreading rumours. hiding equipment or belongings, overtly unkind behaviour or manipulating friendships ("taking friends away")
- **Sexist, Sexual or Harmful Sexual Behaviour** (HSB): unwanted physical contact, sexualised jokes, comments or harassment, any behaviour that is sexual in nature and unwanted, in line with KCSIE 2025 expectations.
- **Homophobic, Biphobic, Transphobic (HBT):** targeting an individual or group because of their actual or perceived sexual orientation or gender identity, mocking physical traits or behaviour linked to stereotypes, bullying linked to having LGBTQ+ friends or family
- **Racist or faith-targeted**: racist names, insults, slurs or stereotypes, graffiti or offensive gestures, targeting differences linked to race, colour, culture or religion
- **Disability-related**: bullying linked to special educational needs or disabilities; mocking, excluding or targeting a child because of physical, learning or sensory differences.
- **Cyberbullying**: sending offensive, rude, insulting or threatening messages online or via devices; sharing or posting fake, damaging, humiliating or untrue information or images; spreading gossip, provoking arguments or encouraging pile-on behaviours; using AI to manipulate images, create fake content or impersonate others, online harassment via gaming platforms, chat functions or social media

What bullying is not

- One-off fallouts or arguments.
- Accidental harm.
- Relationship breakdown.

However, repeated conflict may become bullying and will be monitored.

4. Legal and Safeguarding Framework

This policy is shaped by and must be read alongside:
- Keeping Children Safe in Education (2025)
- Preventing & Tackling Bullying (DfE 2017)
- Equality Act 2010
- Behaviour in Schools (2024)
- Use of Reasonable Force (2025 update)
- Online safety, filtering and monitoring expectations (DfE 2023) including misinformation, disinformation and AI-related content risks

Bullying involving sexual harassment, hate incidents, or indicators of significant harm must be referred to the Designated Safeguarding Lead (DSL) immediately.

5. Roles and Responsibilities

Academy Improvement Committee (Governing Body)

- Ensures the school has effective anti-bullying and safeguarding arrangements, as required by KCSIE.
- Monitors data trends and policy effectiveness.

Headteacher
- Ensures policy implementation and a strong culture of respect and safety.
- Ensures staff receive regular training on bullying, online safety and safeguarding.

Designated Safeguarding Lead (DSL)
- Oversees all bullying incidents presenting safeguarding concerns.
- Ensures effective record-keeping, early help referrals, and multi-agency collaboration.

Staff
- Act immediately on any concern.
- Model respectful behaviour and promote a positive culture.
- Teach pupils how to recognise, prevent and report bullying.

Pupils
- Treat others with kindness and respect.
- Report concerns for themselves or others.
- Act as "upstanders" rather than bystanders where safe to do so.

Parents
- Report concerns promptly.
- Support the school's approach to respectful behaviour and digital safety.

6. Preventing Bullying

We promote a culture where bullying is less likely to occur through:
- Curriculum: RSHE, digital resilience, respectful relationships education aligned with KCSIE 2025 expectations.
- Assemblies and pastoral sessions on inclusion and kindness.
- Happiness Heroes: pupil leaders who promote Anti-Bullying Week, model positive behaviour, raise awareness of bullying issues, and create the pupil-friendly Anti-Bullying Policy, ensuring children have a voice in making the school safe.
- Online safety teaching, including misinformation, safe device use, and AI manipulation risks.
- Staff training e.g. early intervention, SEND-aware practice, restorative approaches, de-escalation, recognising and responding to child-on-child abuse, online safety and cyberbullying, AI-related risks, equality and discrimination, and safeguarding reporting procedures.
- Clear behaviour expectations consistent with the school's behaviour policy and curriculum.
- Proactive supervision

7. Reporting Concerns

Pupils, staff and parents can report bullying via:
- Speaking to any member of staff
- Confidential written or digital reporting routes (age-appropriate) e.g. children: worry boxes in class or virtual on class Teams page; parents, e-mail or message via MCAS app etc.

All concerns are taken seriously, including anonymous reports.

8. Responding to Bullying

When a concern is raised staff will:
1. Listen carefully to all involved.
2. Speak separately to the child experiencing bullying, witnesses, and those alleged to have bullied.
3. Avoid dismissing harmful behaviour as "banter".
4. Involve the DSL immediately where safeguarding risks are present.

Outcomes
- Clear, age-appropriate sanctions in line with the Behaviour Policy (see section 11 below).
- Restorative work where appropriate, supporting pupils in repairing harm safely.
- Communication with parents of all children involved.
- Emotional support and regular check-ins for the child affected.
- SEND-informed support plans where needed to ensure appropriate adjustments and interventions.
- Support for the child who has bullied, helping them understand the reasons behind their behaviour, recognise its impact, learn alternative positive behaviours, and access any additional support they may need (e.g., emotional regulation, social skills, or wellbeing support).
- A written record will be made and recorded on CPOMs.

Bullying that involves hate-related behaviour, potential criminal offences, or sexual harassment will follow our safeguarding procedures and may be referred to the police or external agencies.

9. Supporting Pupils

Support for the child experiencing bullying:
- Regular check-ins, pastoral support and safe adults identified.
- Restorative meetings only where appropriate and safe.
- Online safety support where cyberbullying is involved.

Support for pupils who engage in bullying:
- Behaviour interventions
- Social skills or emotional regulation support
- SEND assessment where appropriate
- Clear expectations and monitoring

10. Cyberbullying & Online Risks
The school's online filtering and monitoring systems help protect pupils from harmful content and online risks, and staff and pupils are informed of their role in using these systems safely and responsibly. Recognising updated digital risks in KCSIE 2025, we address:
- Harassment, threats or humiliation online
- Image-based abuse
- Manipulated or AI-generated harmful content
- Misinformation, disinformation and conspiracy-based harm
- Safe use of school devices and platforms
- Required filtering and monitoring systems and staff awareness (DfE 2025)

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12. Sanctions

Sanctions may include but are not limited to:

- Loss of privileges
- Time-limited removal from social areas
- Behaviour plans
- Internal isolation
- Exclusion (fixed-term or permanent in severe cases)

14. Monitoring, Review & Complaints

- This policy is reviewed annually in line with national guidance updates.
- Parents may raise concerns through the school's Complaints Policy available on the school website or upon request from the school office.
- The Academy Improvement Committee reviews bullying data and school responses each year.

15. Support Organisations

- NSPCC Helpline: Phone: 0808 800 5000 or e-mail: help@nspcc.org.uk
- Childline: Phone: 0800 1111 or online chat available through the website www.childline.org.uk
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- UK Safer Internet Centre: Phone: 0344 800 2382 or e-mail: enquiries@saferinternet.org.uk