Buckingham Primary School

Anti-Bullying Policy

This policy was adopted on 1st November 2024

The policy is to be reviewed by 1st November 2026

Reviewed: September 2025 – no changes made

The purpose and scope of this policy statement

Buckingham Primary School and Nursery work with children, families and the wider community.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our school community or visiting the school.
- 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 Buckingham Primary School, including all staff, Governors, volunteers, supply staff and SCITT students.

Separate documents set out:

- Code of Conduct / Safe Working Practices
- Behaviour policy
- Anti-Harrassment and Anti-Bullying policy for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.
- Child on Child Abuse Policy

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Prejudice Related Incidents
Prejudice related incidents may be part of a pattern of bullying, but as one-off incidents we also take them very seriously and there is a procedure in place for how we deal with prejudice-related incidents.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to

protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

- bullying
- online abuse
- child protection

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 to practice in a way that protects them.

We recognise that:

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion orbelief, 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.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved with Buckingham Primary School and Nursery is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families about bullying and how to prevent it . These discussions will focus on:

    - our joint responsibilities to look after one another and uphold the school's behaviour expectations
    - practicing 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

- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place
- making 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
- the school and nursery as a whole

- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and understand the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers
- welcoming new members to the school and nursery

More information about responding effectively to bullying is available at NSPCC resources

Related policies and procedures

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

- Child protection policy
- Behaviour Policy
- Code of conduct for staff and volunteers
- AUP policies for pupils and staff
- Equality and diversity policies