Fairfields Primary School

Preventing Bullying Policy

September 2026 – September 2027

At Fairfields Primary School we believe everyone has equal rights. As such, everyone should be able to say they:

- have a right to be treated with respect and kindness
- have a right to be an individual within this school
- have a right to feel safe
- have a right to express their views without fear
- have a right to be valued for their individual views without fear
- have a right to help and support when they need it

Legislation and Statutory Guidance

This policy has been updated to reflect UK Government legislation and statutory guidance in force from September 2026:

- Keeping Children Safe in Education 2026 (KCSIE) – statutory guidance for safeguarding and promoting welfare
- Behaviour in Schools 2024 – setting out expectations for behaviour policies and preventing bullying
- Online Safety Act 2023 – requiring schools to take steps to protect pupils from harmful online content and cyberbullying
- Equality Act 2010 – public sector equality duty to eliminate discrimination and foster good relations
- Relationships, Sex and Health Education Statutory Guidance – teaching about bullying, protected characteristics and respect for diversity
- Working Together to Improve School Attendance 2022 – statutory guidance linking attendance concerns with safeguarding referrals

Aims and Objectives

- Prevent all forms of bullying, including cyber-bullying, prejudice-based and discriminatory bullying.
- Create a safe, inclusive environment where pupils can learn without anxiety.
- Ensure every member of the community understands what bullying is and knows how to report it.
- Support pupils who are bullied and those who bully, helping them to modify behaviour.
- Promote self-esteem, empathy, understanding of diversity and responsible use of technology.

Definition of Bullying

Bullying is any behaviour by an individual or group, repeated over time, that intentionally hurts another person physically or emotionally. Within school we refer to 'bullying' using the acronym – 'STOP' – *Several Times On Purpose.*

Bullying includes, but is not limited to:

- Emotional: excluding, tormenting, threatening gestures
- Physical: pushing, kicking, hitting, punching
- Verbal: name-calling, sarcasm, spreading rumours
- Racial: racial taunts, graffiti, gestures
- Sexual: unwanted contact or comments
- Cyber: misuse of email, chat rooms, social media, text and video; emerging risks include misinformation, disinformation and AI-generated content
- Diversity-related: targeting protected characteristics (race, religion, culture, SEN, disability, appearance, health conditions, sexual orientation, gender identity)
- Young carers/Looked-after children: any bullying related to care status

Roles and Responsibilities

Headteacher

- Ensure this policy is implemented consistently across the school.
- Allocate sufficient resources for training, pastoral support and online-safety measures.
- Liaise with Governors, parents and outside agencies when necessary.

Governors

- Review and ratify the policy annually.
- Monitor trends in bullying incidents and the effectiveness of prevention strategies.

Designated Safeguarding Lead (DSL)

- Maintain up-to-date knowledge of KCSIE 2026 and associated safeguarding legislation.
- Ensure staff receive regular training on recognising and reporting bullying.
- Oversee CPOMS logs of all bullying incidents, including those off-site and online.

All Staff

- Read Part One of KCSIE 2026 and the Online Safety code of practice.

- Model respectful behaviour and intervene promptly to prevent and stop incidents.
- Record all allegations and disclosures of bullying on CPOMS, following the school's recording procedures.

Pupils

- Report bullying incidents to a trusted adult.
- Engage in peer mentoring and restorative approaches when appropriate.

Parents and Carers

- Encourage children to speak up if they feel unsafe.
- Contact class teachers immediately with concerns; escalate to Headteacher/Governors if unresolved.

Reporting and Recording

- All staff must log bullying incidents—whether observed, reported by pupils or parents—on CPOMS.
- Cyber-bullying incidents should include device, platform, date/time and any screenshot evidence.
- The DSL will review patterns termly, identifying at-risk groups and evaluating the impact of interventions.

Response and Intervention

1. Immediate Action
    - Ensure the victim's safety; separate the parties.
    - Gather facts from all involved.
2. Support for the Victim
    - Offer pastoral care, counselling or peer-support.
    - Liaise with parents and, if needed, refer to external agencies (e.g. social services, police).
3. Addressing the Bully(ies)
    - Use restorative conversations to explain impact and change behaviour.
    - Apply sanctions as per the Behaviour Policy, up to fixed-term exclusion in serious cases.
    - Develop a Pastoral Support Plan for repeat offenders, liaising with parents and external advisors.
4. Follow-Up
    - Monitor both victim and perpetrator for recurrence.
    - Facilitate reconciliation where safe and appropriate.
    - Review effectiveness of action with staff and Governors.

Prevention Strategies

- Curriculum: Embed anti-bullying themes in PSHE, RSHE and RE lessons.
- Assemblies: Regular whole-school sessions on empathy, diversity, online safety and the "four Cs" of digital risk—content, contact, conduct, commerce.
- Training: Annual staff CPD on KCSIE updates, the Public Sector Equality Duty and recognising bias.
- Online Safety: Use the DfE's "Plan for Technology" tool to audit filters, monitoring systems and generative AI safeguards. Weekly monitoring of iPad usage through 'LightSpeed' filtering and monitoring software.
- Peer Mentoring: Train older pupils to support younger peers.
- Parental Workshops/Communications: Sessions and information shared on spotting bullying signs, safe online use and school reporting pathways.

Monitoring and Review

- Weekly analysis of CPOMS data to identify trends and vulnerable groups – during Safeguarding Meeting.
- Half Termly Analysis of CPOMS data - to further identify trends and vulnerable groups
- Annual staff and pupil surveys to assess school climate and the policy's effectiveness.
- Policy review and Governor ratification each September.

Approval: Preventing Bullying Policy 26-27 This policy was ratified by the Governors Date: September 2026 Signed: Penelope Beesley-Evans	Next Review on or before: September 2027 *This policy will be reviewed annually and approved by the governors at on an annual basis.*