Deeplish Primary Academy
Anti-Bullying Policy
(KCSIE 2025 aligned)

1. Statement of Intent

Deeplish Primary Academy is committed to keeping all pupils safe. We do not tolerate bullying in any form and all incidents are taken seriously, investigated promptly and responded to effectively.

We recognise that some bullying behaviours may constitute **peer-on-peer (child-on-child) abuse** and therefore must be managed as **safeguarding concerns**, not solely as behaviour issues. This policy is underpinned by the principle that **safeguarding is everyone's responsibility**.

This policy should be read in conjunction with:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Acceptable Use Policy
- Equality Policy and Objectives
- Keeping Children Safe in Education (KCSIE) 2025

All staff are required to read and understand **Part One of KCSIE (2025)** and act immediately where bullying behaviour indicates a safeguarding concern.

2. Definition of Bullying

We use the Anti-Bullying Alliance definition:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online."

We explicitly teach pupils, staff and families the difference between:

- **Bullying**
- **Peer conflict / falling out**
- **One-off behaviour incidents**

Misidentifying conflict must never distract from appropriately responding to genuine bullying or safeguarding concerns.

3. Forms of Bullying

Bullying may include (but is not limited to):

- **Physical** – pushing, hitting, kicking, biting, pinching
- **Emotional/Psychological** – isolation, intimidation, humiliation, coercion
- **Verbal** – name-calling, threats, teasing, discriminatory language
- **Social/Relational** – exclusion, rumours, damage to social reputation

- **Online/Cyberbullying** – messages, images, social media, online exclusion
- **Racist bullying**
- **Sexist bullying**
- **Sexual bullying** – including sexual comments, harassment or humiliation
- **Homophobic, biphobic or transphobic bullying**
- **Bullying related to SEND**

Any of the above may become **peer-on-peer abuse** if the behaviour is **harmful, repeated, coercive, sexualised, or causes significant emotional distress**.

4. Peer-on-Peer (Child-on-Child) Abuse – Safeguarding Context

In line with **KCSIE 2025**, Deeplish Primary Academy recognises that bullying behaviours may constitute **peer-on-peer abuse**, including:

- Sexual harassment or sexualised language
- Online harassment or image-based harm
- Coercive or controlling behaviour
- Targeted abuse linked to protected characteristics
- Behaviour that causes or risks significant emotional harm

Where bullying presents a safeguarding concern:

- It **must be reported immediately to the Designated Safeguarding Lead (DSL)**
- It will be managed in line with the **Safeguarding and Child Protection Policy**
- Decisions relating to referrals (social care / police) will be made by the DSL

5. Online Bullying and Safeguarding

Online bullying is taken seriously and may occur:

- On or off the school site
- During or outside school hours

Online bullying is addressed as both a **behavioural and safeguarding issue**. Staff must be alert to:

- Coercion
- Threats or humiliation
- Sharing of images or private information
- Persistent online harassment

Concerns must be recorded on CPOMS and shared with the DSL where safeguarding thresholds may be met.

6. Roles and Responsibilities

Governing Body

- Ensures the academy meets its statutory safeguarding duties
- Reviews bullying and safeguarding data
- Holds leadership to account for safeguarding effectiveness

Principal

- Ensures a strong safeguarding culture
- Implements this policy
- Ensures staff training, including KCSIE and peer-on-peer abuse
- Reports to governors on effectiveness

Designated Safeguarding Lead (DSL)

- Oversees all safeguarding concerns arising from bullying
- Determines safeguarding thresholds
- Liaises with external agencies where required
- Ensures appropriate recording, monitoring and outcomes

Staff (Teaching and Support)

- Must act immediately on any disclosure or concern
- Record all concerns on CPOMS
- Share concerns with the DSL where appropriate
- Never promise confidentiality to pupils

Pupils

- Are encouraged to speak out
- Are supported and listened to
- Are taught how to keep themselves and others safe

Parents/Carers

- Are encouraged to report concerns promptly
- Are informed appropriately, while maintaining confidentiality
- Are expected to support the school's response

7. Reporting and Recording

- All incidents and concerns must be logged on **CPOMS**
- Patterns of concern are monitored by leadership and safeguarding teams
- Racist incidents are recorded and reported to the Local Authority
- Safeguarding-related bullying concerns are escalated to the DSL immediately

8. Responding to Bullying

We follow the Anti-Bullying Alliance **3-Step Response**:

1. **Ensure safety** of those involved
2. **Stop the behaviour and prevent recurrence**
3. **Support learning, repair and reflection**

Responses may include:

- Restorative approaches
- Behaviour sanctions (in line with Behaviour Policy)
- Pastoral and emotional support
- Safeguarding referrals where required

9. Support for Pupils

- Victims receive emotional and pastoral support
- Those displaying bullying behaviour are supported to change
- Monitoring continues for all involved
- External agencies may be involved where appropriate

10. Monitoring and Review

- This policy is monitored by the Principal and DSL
- Bullying data is reviewed termly by governors
- Feedback from pupils and parents informs ongoing improvement

Reviewed: May 2025
Next Review: May 2026