All policies carrying the Bryanston logo apply equally to any other brands or operations of Bryanston including Bryanston Prep

ANTI-BULLYING POLICY (Including EYFS)

Author: Senior Deputy Head and Head of Prep	Receiver: Pupils, Staff, Parents
Review Date: September 2026	Next Review: September 2028

1. Aim of this document

Bryanston School is committed to providing a safe, respectful, and inclusive learning environment for all pupils. Bullying of any kind is unacceptable and will not be tolerated. Every pupil has the right to learn and thrive without fear. This policy outlines the School's approach to preventing, identifying, and responding to bullying behaviour across Bryanston and Bryanston Prep, including the Early Years Foundation Stage (EYFS). The policy aligns with the Department for Education (DfE) guidance 'Preventing and Tackling Bullying' (July 2024) and 'Keeping Children Safe in Education' (2026).

2. Policy Statement and Scope

The aim of this policy is to promote an environment where respect, kindness, and equality underpin all relationships. Bullying, harassment, and victimisation are contrary to the values of Bryanston. This policy applies to all pupils, staff, and visitors across Bryanston Senior and Bryanston Prep, including EYFS, and extends to behaviour occurring both in and out of school.
As the DfE (2024) notes, 'Schools should create a culture where bullying is not tolerated and where pupils feel confident to seek help.'

3. Definition of Bullying

Bullying (including cyberbullying, prejudice-based and discriminatory bullying) is behaviour by an individual or group that intentionally hurts another individual or group, either physically or emotionally. It involves an imbalance of power that makes it difficult for the victim to defend themselves. Bullying can be physical, verbal, or psychological and may take place in person or online. Examples include: hitting, kicking, name-calling, excluding others, spreading rumours, damage to property, and inappropriate use of technology. Prejudice-based bullying—such as racist, sexist, homophobic, biphobic, transphobic, or disability-related bullying—is taken particularly seriously.
As defined by the DfE (2024), 'Bullying can seriously damage a pupil's confidence and sense of self-worth, and they may suffer lasting psychological harm.'

4. Roles and Responsibilities

• The Head and Senior Deputy Head hold overall responsibility for implementing this policy and ensuring consistent practice across the school.
• All staff are responsible for identifying, reporting, and responding to bullying concerns in line with the Safeguarding Policy, the Child-on-Child Abuse Policy and the Digital and Online Safety Policy that covers cyber-bullying).
• Pupils are encouraged to report concerns and to support a culture of respect and inclusion.
• Parents play a vital role in communicating with the School about concerns and reinforcing positive behaviour at home.
• Governors oversee the effectiveness of this policy and review it annually.

5. Reporting Concerns

Pupils, parents, and staff are encouraged to report any bullying concern. Reports can be made verbally or in writing to any trusted adult, including House Parents, Tutors, Matrons, the School Counsellor, or the Independent Person. Pupils may also use the confidential 'Whisper' reporting platform (available on the Pupil Hub) to raise concerns anonymously. Pupils can also contact the Office of the Children's Commissioner (Freephone: 0800 528 0731).

As the DfE (2024) emphasises, 'Pupils should know how to report concerns and be confident they will be taken seriously.'

6. Responding to Incidents

All reports of bullying will be taken seriously. Investigations will be led by the relevant House Parent, Head of Department, or member of the Senior Leadership Team. Where necessary, the Senior Deputy Head will be informed. The School's response will balance support for the victim with proportionate sanctions for the perpetrator.

Initial responses focus on understanding the situation, supporting those affected, and working with the perpetrator to address behaviour. Repeated or severe bullying may result in disciplinary sanctions, including exclusion.

All incidents will be recorded via MyConcern and monitored by the Senior Deputy Head (Senior School) and the Deputy Head Pastoral (Prep).

7. Prevention and Education

Bryanston promotes kindness, respect, and empathy through its PSHE, Floreat (Prep), and assembly programmes. Regular staff training ensures awareness of bullying signs, particularly relating to SEND and LGBTQ+ pupils. Prefects and senior pupils model positive behaviour and act as peer mentors. Parents have access to the Teen Tips online platform, which offers guidance on supporting young people's wellbeing and addressing bullying. Staff share good practice in meetings and briefings to maintain a consistent approach across both schools.

8. Recording and Oversight

All incidents are logged on MyConcern and reviewed regularly to identify patterns or recurring issues. The Deputy Heads monitor these records, with oversight from the Senior Deputy Head and Governors. Data on bullying incidents involving protected characteristics are reviewed to ensure equality and inclusion.

9. Linked Policies and Legislation

This policy should be read alongside the following documents:

- Bryanston Safeguarding Policy and Child Protection Procedures Policy
- Bryanston Relationship and Behaviour Policy
- Bryanston Digital and Online Safety Policy
- Bryanston Child-on-Child Abuse Policy
- Bryanston Rules and Regulations

This policy aligns with the DfE's 'Preventing and Tackling Bullying' (July 2024), 'Keeping Children Safe in Education' (2026), and the Equality Act 2010.

10. Review and Approval

This policy is reviewed annually by the Senior Deputy Head and Head of Prep and approved by the Governing Body. Governors monitor the effectiveness of this policy and ensure the School meets statutory duties under the Equality Act 2010.