

Inclusion is at the
heart of our trust



Anti-Bullying Strategy

Blackburn Central High School



Oak 
Learning Partnership

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ANTI-BULLYING STRATEGY

Blackburn Central High School are of the firm belief that It is every student’s right to receive an education in a safe environment, free of humiliation, abuse, or harassment. It is the responsibility of all staff and students to create a caring, calm atmosphere in which everyone feels supported, secure, and protected. The school will not tolerate any form of bullying, victimisation, or child-on-child abuse.

All staff, learners and parents/carers are aware of the negative effects that bullying can have on individuals and the school in general and should work towards ensuring that learners can work in an environment without fear. They understand there is a need to be constantly vigilant to eliminate any instances of behaviour that is upsetting or otherwise stressful to any person within the school environment.

RELEVANT LEGAL GUIDANCE

This policy is based on the following legislation and statutory guidance:

Children Act 1989 & 2004 – safeguarding and promoting the welfare of children.

Education Act 2002 (Section 175) – duty to safeguard pupils.

Education and Inspections Act 2006 (Section 89) – duty to prevent all forms of bullying and regulate behaviour.

Equality Act 2010 – duty not to discriminate against pupils with protected characteristics (disability, race, religion, sex, sexual orientation, gender reassignment, pregnancy/maternity).

Keeping Children Safe in Education (KCSIE 2025) – safeguarding against bullying, harassment, and child-on-child abuse.

Working Together to Safeguard Children (2018, updated 2026).

DfE: Preventing and Tackling Bullying (2017).

Online Safety Guidance (UKCIS, 2020) – cyberbullying, online harm.

AT BLACKBURN CENTRAL HIGH SCHOOL

The school recognises its responsibility for safeguarding students from all forms of bullying. The policy applies to all staff, volunteers, visitors, and contractors working within the school.

Staff, parents/carers, and learners work together to create a happy, caring learning environment.

Bullying in any format will not be tolerated. This message is relayed to all stakeholders.

AIMS OF THE POLICY

To raise awareness of bullying and encourage students to report concerns.

To create a culture of respect and tolerance where bullying is less likely to occur.

To reduce and, if possible, eradicate all forms of bullying.

To safeguard students who experience bullying.

To provide support and interventions for perpetrators to change behaviour.

To clarify reporting procedures for staff, pupils, and parents.

To react to incidents in a consistent, proportionate, and supportive way.

Types of bullying :

“Deliberately hurtful behaviour, repeated over time, that involves an imbalance of power and causes harm to another individual.”

Physical – hitting, kicking, pushing, theft.

Verbal – name-calling, threats, offensive or discriminatory remarks.

Indirect/social – spreading rumours, excluding from groups, damaging reputation.

Cyberbullying – using technology (messages, images, social media, gaming) to intimidate or cause distress.

Prejudice-based bullying – related to protected characteristics (race, disability, gender, sexual orientation, religion/belief, gender reassignment, pregnancy/maternity).

Sexual harassment and violence – covered under KCSIE 2025 and Safeguarding Policy.

A single incident may be treated as bullying if it is serious (e.g. racist, homophobic, sexual harassment, or discriminatory abuse).

This policy applies to all aspects of school life, including trips, off-site provision, residential, online activity, and journeys to and from school.

The school works proactively to prevent bullying through:

- A culture of respect and inclusion, promoted through curriculum, assemblies and use of a shared language.
- Clear behaviour expectations, consistently applied, alongside strong sanctions to show that bullying will not be tolerated.
- Staff training (including induction and ongoing CPD).
- Student-led initiatives (Junior Leadership Team , peer support , Lead student buddies).
- Regular parental engagement and communication.
- A strong safeguarding culture where every incident no matter how small is logged on Cpoms and dealt with by the appropriate staff in school.
- Partnership with external agencies when needed.

IDENTIFICATION OF BULLYING

Incidents should be reported by pupils or relevant adults to Pastoral Managers or any trusted adult in school. An investigation will be launched and statements will be taken to identify if the incident is bullying. Staff will investigate using the agreed definitions and record outcomes on Cpoms.

STRATEGY FOR DEALING WITH BULLYING

Listen to and support the victim; reassure them it is not their fault.

Investigate the incident fully, involving witnesses where appropriate and ensure we have written statements that outline exactly what happened. In some cases screen shots of social media posts or messages sent online will be taken to form part of the investigation.

Work with the perpetrator to address behaviour and develop empathy.
Apply sanctions where appropriate, in line with the Behaviour Policy.
Use restorative approaches to repair relationships, where suitable.
Inform parents/carers of both victim and perpetrator.
Provide ongoing support (mentoring, counselling, peer and pastoral support).
In serious cases (e.g. safeguarding, hate-related incidents), refer to the Designated Safeguarding Lead (DSL).

ROLE OF THE HEADTEACHER AND GOVERNING BODY

To ensure all statutory duties regarding bullying are met, monitor and review the policy annually.
Ensure all bullying is recorded and analysed effectively and appropriate action has been taken in line with the school behaviour policy. (ARBOR/CPOMS).

MONITORING AND EVALUATION

All incidents are logged and tracked for patterns. Senior leaders responsible for Pastoral care have oversight of all incidents and ensure they are involved in any decisions relating to suitable sanctions.
Regular student and parent surveys to monitor school culture. Annual report to governors.

PARENTAL SUPPORT

Parents are encouraged to report concerns promptly. Parents are able to do this via phone or via email through the school safeguarding address or social media.
School provides regular communication and updates. Parents are partners in promoting respectful behaviour.