Children & inclusion

Bullying and child-on-child harm

Recognising concerns, supporting children and responding without blame or stigma.

Draft for centre review | Prepared 16 November 2026

Operational review required

This is a centre-specific draft. It must be reviewed, completed and approved before adoption. It does not confirm staff appointments, registration or arrangements that have not been supplied.

Taking concerns seriously

Bullying may be physical, verbal, emotional, discriminatory or online. Staff distinguish developmental disagreements from a pattern of harmful behaviour while taking every child's distress seriously.

A child can speak to any member of staff. Listen calmly, reassure them that asking for help was right and do not promise secrecy.

Responding

Stop the behaviour, protect and comfort the child affected, arrange first aid if needed and inform the safeguarding lead of harm or risk. Record facts and each child's account separately.

Talk with relevant parents privately. Agree supportive steps, supervision and clear boundaries. Protect children from retaliation and avoid labelling a child as a "bully".

Monitor the situation and review whether support is working. Serious child-on-child harm follows safeguarding referral procedures; it is not managed only as a behaviour issue.

Teach kindness, inclusion, asking for help and safe online conduct through practical activities, stories and group discussions.

Centre review before adoption

Confirm the reporting lead, recording system and escalation route.