



The Park Schools Federation

Anti-Bullying Policy

September 2025

Championing every child.

Nurturing the potential of all, striving to be the best we can be.

Please also see our Behaviour (Engagement and Mood Management) Policy

Anti-Bullying Policy – Primary School

1. Purpose

Park Schools Federation school is committed to providing a safe, caring and respectful environment for all pupils. Bullying of any kind is unacceptable, and all children have the right to feel happy and secure at school. This policy explains what bullying is, how we prevent it, and what will happen if bullying occurs.

This policy reflects the school's legal duties under **UK legislation and statutory guidance**, including, but not limited to, the *Education Act 2002*, *Education and Inspections Act 2006*, *Equality Act 2010*, *Keeping Children Safe in Education (KCSIE)*, *The Children Act 1989*, *Protection from Harassment Act 1997*, *Online Safety Act 2023*, *Public Order Act 2023*, *Communications Act 2003*, *Human Rights Act 2009*, *DfE (2017) 'Preventing and Tackling Bullying'* and the *Children Act 1989/2004*.

2. Definition of Bullying

Bullying is **repeated, intentional, targeted behaviour** that hurts another person physically, emotionally, or socially. It involves an imbalance of power.

Bullying can include:

• Physical bullying

Hitting, kicking, pushing, spitting, taking or damaging belongings.

• Verbal bullying

Name-calling, threats, teasing, insults, racist or sexist language, mocking differences.

• Social/relational bullying

Leaving someone out on purpose, spreading rumours, encouraging others not to play with someone.

• Cyberbullying

Sending mean messages, sharing unkind images, or posting hurtful comments using digital devices.

A one-off disagreement or conflict is not necessarily bullying, but it will still be addressed.

3. Aims

- To prevent bullying through education and a positive school culture.
 - To ensure all pupils, parents and staff know what to do if bullying happens.
 - To respond promptly, fairly and consistently to all reports of bullying.
 - To support both victims and those who have bullied to change behaviour.
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4. Prevention Strategies

The school will:

Teaching & Curriculum

- Deliver lessons on kindness, respect, empathy and online safety.
- Teach pupils how to manage conflict and seek help.

Culture & Behaviour

- Promote a “tell someone” culture, where pupils feel safe reporting concerns.
- Celebrate positive behaviour through rewards and praise.
- Promotion of British Values (respect, tolerance, rule of law).

Staff Training

- Train staff to recognise early signs of bullying and intervene appropriately.

5. Reporting Bullying

Anyone can report bullying:

- **Pupils** can tell a teacher, teaching assistant, lunchtime supervisor, or any other adult in school.
- **Parents** can speak to the class teacher or contact the school office.
- **Staff** must report all concerns to the designated safeguarding/behaviour lead. Details of the incidents will then be logged on the school’s internal record keeping

All reports will be taken seriously, recorded, and investigated.

6. Responding to Bullying

When bullying is reported, the school will:

1. **Listen** to all pupils involved.
2. **Investigate** fairly, speaking with witnesses where appropriate.
3. **Assess risk** and ensure immediate safety of the pupil being bullied.
4. **Inform parents** of children involved, if appropriate.
5. **Take action**, which may include:
 - Restorative conversations
 - Loss of privileges
 - Behaviour plans
 - Mediation
 - In serious or persistent cases: referrals to senior leadership or external agencies

The school will never ignore bullying.

7. Support for Pupils

Support for children who have been bullied:

- A trusted adult to talk to
- Check-ins over time to ensure wellbeing
- Social skills support or counselling if needed
- Classroom strategies to rebuild confidence and friendships

Support for children who have bullied others:

- Clear explanation of why the behaviour is unacceptable
- Opportunities to make amends
- Behaviour interventions or counselling
- Regular monitoring and guidance to learn new, positive behaviours

Families and children who have been affected by bullying can access the school's Family Support Worker who can help navigate and signpost people to appropriate support.

8. Roles and Responsibilities

Staff

- Model respectful behaviour
- Supervise and listen to pupils
- Record and report incidents
- Work with families where needed

Pupils

- Treat others kindly
- Speak up if they see or experience bullying
- Follow school rules

Parents

- Encourage kindness and respect at home
 - Report concerns promptly
 - Work with the school to resolve issues
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9. Monitoring & Review

This policy will be reviewed annually by school leadership, considering feedback from pupils, staff and parents.

It is the responsibility of School Governors to take a lead role in monitoring and reviewing this policy. The named Governor with lead responsibility for this policy is: Dave Price.