

Anti Bullying Policy



**Park Brow
Primary School**

Happy - Respect - Pride - Caring - Potential



 **Record** →  **Investigate** →  **Support** →  **Review**

Statement of Intent

Park Brow School is committed to providing a safe, inclusive, nurturing and respectful environment where every child feels a strong sense of belonging and is able to thrive.

We are proudly inclusive and celebrate diversity within our school community. Bullying, discrimination, harassment and prejudice-based behaviour of any kind are unacceptable and will not be tolerated.

We are a "telling school". We encourage children, staff, parents and carers to speak up about concerns and are committed to ensuring that all reports are taken seriously and acted upon appropriately.

Every member of our school community has a role to play in promoting kindness, respect and positive relationships.

Our School Values

Respect • Pride • Happy • Potential • Caring

Our Anti-Bullying Message

IT'S OKAY TO TELL ... IT STOPS WITH YOU

Related Policies This Anti-Bullying Policy should be read alongside the following policies and procedures:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- Staff Code of Conduct
- SEND Policy
- Equality Information and Objectives
- Attendance Policy
- Acceptable Use Agreements for Staff and Pupils

Park Brow recognises that bullying rarely exists in isolation and may be linked to wider behavioural, safeguarding, attendance, wellbeing or online safety concerns. The school adopts a joined-up approach to promoting positive behaviour, safeguarding children and creating a culture where all members of the school community feel safe, respected and valued

Aims

This policy aims to:

- Create a safe and secure learning environment for all pupils.
- Promote a culture of kindness, inclusion and respect.
- Prevent all forms of bullying.
- Ensure pupils know how to seek help.
- Ensure staff respond consistently and effectively.
- Support pupils who experience bullying.
- Support pupils who display bullying behaviours to make positive changes.
- Ensure incidents are recorded, monitored and reviewed.
- Fulfil safeguarding and statutory responsibilities.

What is Bullying?

Park Brow School adopts the Department for Education definition of bullying:

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual physically or emotionally. Bullying often involves an imbalance of power, making it difficult for the victim to defend themselves. Bullying may occur face to face or online

Bullying is:

- ***Deliberate***
- ***Hurtful***

- **Repeated over time**
- **Difficult for the victim to defend themselves against**
- **Occurring in person or online**

Types of Bullying

Physical Bullying Hitting – Kicking- Pushing -Spitting -Damaging possessions - Taking belongings

Verbal Bullying Name calling-Insults -Threats-Intimidation- Offensive language

Emotional / Indirect Bullying Deliberate exclusion-Spreading rumours-Manipulating friendships-Humiliation-Embarrassment

Online (Cyber) Bullying : Bullying that takes place through digital technologies, social media platforms, messaging services, gaming platforms or other forms of electronic communication.

AI-Related Bullying

The misuse of artificial intelligence to create, alter or distribute images, videos, audio recordings or written content intended to embarrass, humiliate, intimidate or target another person.

Prejudice-Based Bullying

Park Brow School recognises that bullying can be motivated by prejudice or discrimination.

This includes bullying related to: Race or ethnicity-Religion or belief-Disability-Special Educational Needs-Sex-Gender reassignment-Sexual orientation-Family circumstances-Looked After status-Caring responsibilities

Any racist, discriminatory, prejudicial or hate-related behaviour will be challenged immediately and treated as a serious matter. Such incidents will be recorded and responded to in line with the school's equality and safeguarding responsibilities.

Bullying Is Not

The school recognises that not all friendship difficulties constitute bullying.

Bullying is not usually: A single disagreement-A one-off argument-Friends falling out-Occasional teasing-Differences of opinion-Isolated incidents of poor behaviour

However, all incidents of unkind behaviour will be taken seriously and addressed appropriately.

Safeguarding

Park Brow School recognises that bullying can be a safeguarding concern and may constitute peer-on-peer abuse.

Consistent with Keeping Children Safe in Education, bullying, including online bullying, can be an indicator of abuse or other safeguarding concerns. Staff will remain vigilant to the possibility that behaviour initially perceived as bullying may require a safeguarding response.gov+1

Staff will be alert to:

- Peer-on-peer abuse
- Sexual harassment
- Sexual violence
- Coercive behaviour
- Online abuse
- Discriminatory behaviour
- Child-on-child harmful behaviour
- Where safeguarding concerns are identified, procedures outlined within the Child Protection and Safeguarding Policy will be followed.gov

Why It Is Important to Respond to Bullying

Bullying can impact upon:

- Mental health
- Emotional wellbeing
- Self-esteem

- Attendance
- Behaviour
- Relationships
- Academic achievement

Everyone has the right to feel safe, respected and valued.

Recognising Possible Signs of Bullying

A child may:

- Appear anxious or withdrawn
- Become reluctant to attend school
- Experience a decline in attendance
- Show a reduction in academic performance
- Experience friendship difficulties
- Have unexplained injuries
- Frequently lose possessions
- Become distressed at social times
- Become aggressive or disruptive
- Stop eating
- Experience sleeping difficulties
- Appear fearful when using technology
- Be unwilling to discuss concerns

These signs may indicate other concerns, but bullying should always be considered as a possibility.

Vulnerable Pupils

Some pupils may be more vulnerable to bullying, including:

- Pupils with SEND
- Pupils with communication difficulties
- Pupils with SEMH needs
- Looked After Children
- Previously Looked After Children
- Young carers
- Pupils experiencing family difficulties
- Pupils from minority groups

Appropriate support and intervention will be provided where necessary.

Additional safeguarding, pastoral or emotional wellbeing support may be considered where bullying has had a significant impact on a child's welfare, attendance, confidence or engagement in school life.

Creating a Positive Culture

At Park Brow, preventing bullying is not limited to responding to incidents.

We seek to establish a culture where:

- Kindness is promoted.
- Diversity is celebrated.
- Respect is expected.
- Positive relationships are valued.
- Differences are understood and accepted.
- Children feel safe to speak up.
- Everyone feels a sense of belonging.
- Inclusion is actively championed.

We achieve this through:

- High expectations of behaviour.
- Strong relationships between pupils and adults.
- Effective safeguarding practices.
- Positive role modelling.
- Early intervention when concerns arise.
- Working closely with families.
- Supporting emotional wellbeing and mental health.

At PB School, we believe that when children feel safe, valued and included, they are better able to thrive academically, socially and emotionally.

Prevention

The school actively promotes anti-bullying through:

- PSHE and Jigsaw lessons
- Online safety education
- Assemblies
- Anti-Bullying Week activities
- Circle time
- Role play and discussion activities
- Displays promoting kindness and respect
- Safe adult systems
- Worry boxes
- Pupil voice activities
- Peer support initiatives
- Celebration of diversity and inclusion
- Regular reinforcement of school value

Pupil Voice

PB School recognises the importance of listening to and acting upon the views of pupils.

Pupils will be given opportunities to:

- Share concerns
- Participate in surveys and discussions
- Contribute to anti-bullying initiatives
- Help evaluate the effectiveness of the school's anti-bullying work
- Promote kindness, inclusion and respect across the school community

The school values pupil feedback and uses it to help shape anti-bullying practice and provision.

Online Safety and Cyberbullying

The school recognises that technology plays an important role in children's lives and that online behaviour can have a significant impact on pupils' wellbeing, safety and education. Online bullying can occur at any time, may reach a large audience and can leave a permanent digital footprint.

Online bullying may take place through:

- Social media platforms
- Messaging and group chat services
- Gaming platforms
- Email communication
- Image and video sharing sites
- Anonymous online accounts
- AI-generated content

Examples include:

- Hurtful or threatening messages
- Sharing or posting unkind comments
- Deliberately excluding others from online groups
- Sharing images without consent
- Creating fake accounts

- Spreading rumours online
- Manipulating images, videos or audio recordings
- Sharing AI-generated content intended to embarrass or harm another person

Although incidents may occur outside school hours, the school reserves the right to investigate and respond where there is a clear impact upon:

- A pupil's wellbeing
- Relationships within school
- Behaviour in school
- Attendance
- Learning
- The safety of members of the school community

The school promotes safe and responsible use of technology through:

- Online safety education
- Assemblies and awareness campaigns
- Acceptable Use Agreements
- Staff training
- Parent information and guidance
- Promotion of responsible digital citizenship

Staff Responsibilities

All staff will:

- Model respectful behaviour
- Promote inclusion
- Challenge inappropriate language immediately
- Challenge discriminatory behaviour
- Take concerns seriously
- Record incidents on CPOMS
- Report safeguarding concerns without delay
- Support pupils appropriately
- Follow agreed procedures consistently

Pupil Responsibilities

Pupils are expected to:

- Treat others with respect
- Report concerns
- Support others appropriately
- Refuse to participate in bullying
- Use technology responsibly
- Follow school expectations

Parent and Carer Responsibilities

- Parents and carers are encouraged to:
- Report concerns promptly
- Work in partnership with the school
- Support agreed actions
- Promote respectful behaviour
- Encourage safe online conduct
- Model respectful communication
- Raise concerns directly with the school rather than through social media platforms, community forums or messaging groups
- Avoid discussing school-related concerns involving pupils, families or staff on social media platforms, community forums or messaging groups
- The school values positive and constructive relationships with families when addressing concerns.

Procedures for Responding to Bullying- please see appendix 1 for full procedure

Step 1: Report

A concern is raised by a pupil, parent, member of staff or another professional.

Step 2: Record

The concern is recorded on CPOMS.

Step 3: Investigate

Information is gathered and appropriate conversations take place.

Step 4: Determine

The school determines whether bullying has occurred and whether safeguarding concerns exist.

Step 5: Inform Parents

Parents are informed and involved appropriately.

Step 6: Support and Intervention

Appropriate support and intervention will be implemented. This may include:

- Restorative conversations
- Pastoral support
- Mentoring
- Friendship support
- Increased supervision
- Emotional wellbeing support
- Individual action plans
- Support from external agencies where appropriate
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Step 7: Consequences

Where appropriate, sanctions are applied in line with the Behaviour Policy.

Step 8: Follow-Up and Monitoring

Regular reviews take place until all parties are confident that the behaviour has stopped.

Restorative Approaches

- PB School seeks, where appropriate, to use restorative approaches to help pupils:
- Understand the impact of their actions
- Develop empathy
- Repair relationships
- Take responsibility
- Make positive choices
- Where necessary, restorative approaches will be used alongside sanctions and other interventions.

Recording and Monitoring

All confirmed incidents of bullying will be:

- Recorded on CPOMS
- Investigated appropriately
- Reviewed by senior leaders
- Monitored over time
- Followed up to ensure the behaviour has ceased
- School leaders will regularly analyse:
- Patterns and trends
- Repeat incidents
- Vulnerable groups
- Prejudice-based incidents
- Locations and timings of incidents
- The effectiveness of interventions
- Pupil feedback and wellbeing indicators
- Information may be reported to governors periodically to support strategic oversight and continuous improvement.

Roles and Responsibilities

Headteacher The Headteacher will:

- Ensure effective implementation of this policy
- Promote a positive anti-bullying culture
- Monitor incident data
- Ensure appropriate staff training
- Work with families and external agencies where required

Governors will

- Monitor the effectiveness of the policy
- Receive information regarding bullying trends
- Ensure statutory responsibilities are met
- Support the school's inclusive culture

Training The school will ensure that staff receive appropriate training to enable them to:

- Recognise bullying behaviours
- Respond consistently to concerns
- Understand safeguarding implications
- Address online and cyberbullying
- Recognise prejudice-based incidents
- Follow recording and reporting procedures
- Respond to emerging risks associated with technology and artificial intelligence

Anti-bullying expectations form part of staff induction and ongoing professional development.

Monitoring and Review This policy will be reviewed annually.

- The review process will consider:
- Incident patterns and trends
- Pupil feedback
- Parent feedback
- Staff feedback
- Emerging safeguarding concerns
- Changes in legislation and national guidance

At Park Brow, every reported concern will be listened to, investigated appropriately and acted upon. Whilst not all concerns will meet the definition of bullying, all incidents of unkind, discriminatory or inappropriate behaviour will be addressed in accordance with the school's values, behaviour expectations and safeguarding responsibilities.

Policy Review Frequency: Annually

Approved By: Governing Board

Policy Lead: Headteacher

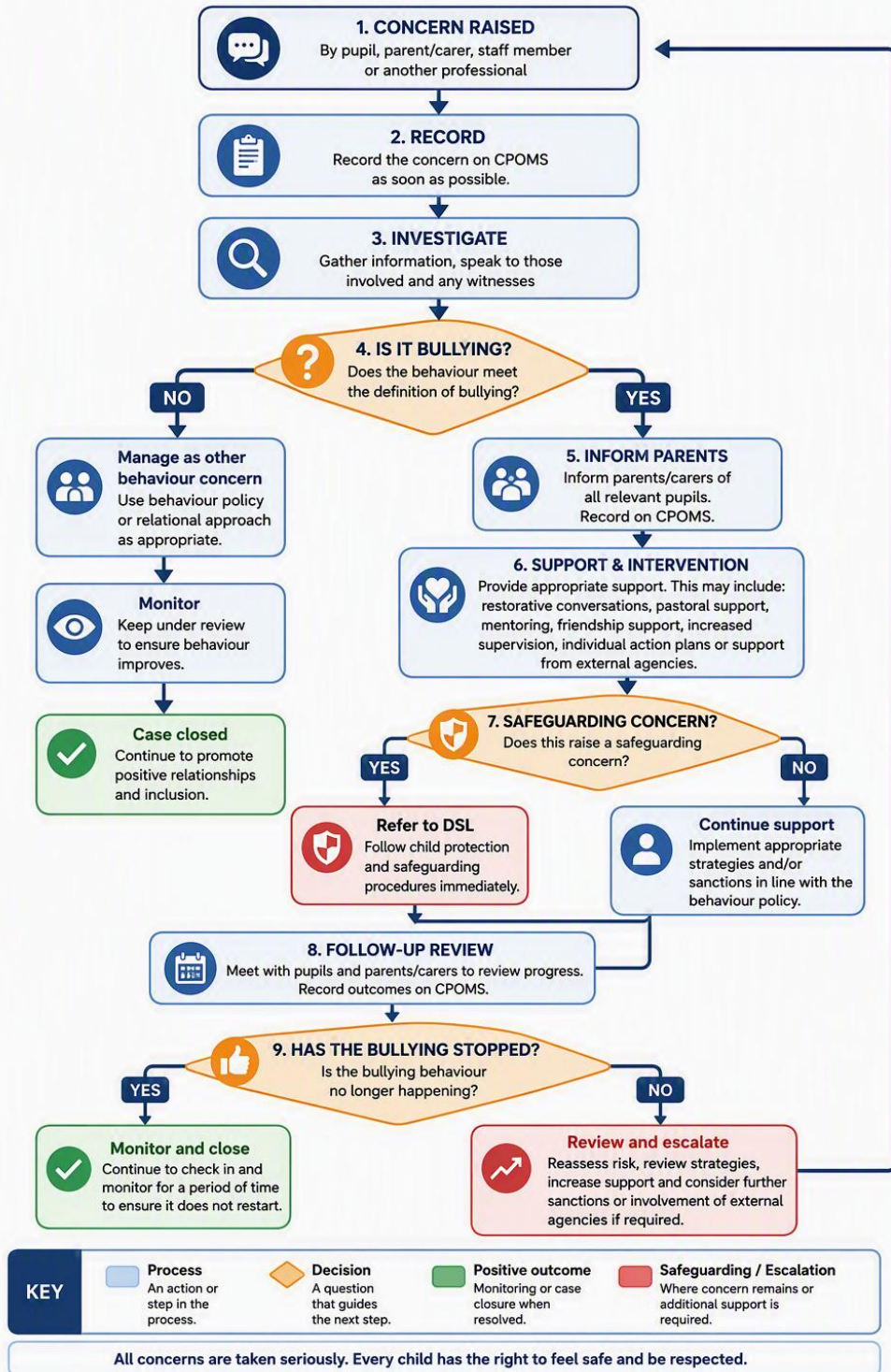
Review Date: _September 2026

Next Review Due: September 2027

Appendix 1

ANTI-BULLYING RESPONSE FLOWCHART

Our priority is the safety and wellbeing of all pupils.





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PARENTAL CONCERN – MONITORING FORM

Child's name.....

Contact name.....

Identified concerns:

Action to be taken by school:

1.....

.....

2.....

.....

Action to be taken by Parent:

1.....

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2.....

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Outcome of Action

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Parents informed of outcome

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PUPIL'S ACTION PLAN

How I feel now?

What do I want to happen ?

<u>What I need to do</u>	<u>What others need to do</u>	<u>Review Comments</u>

Review Date

Signed

Pupil.....

Staff Member.....

Date