



ANTI-BULLYING POLICY



Updated: September 2026

Next Review: September 2027

School	Green Park Community Primary School
Policy	Anti-Bullying Policy
Policy lead	Maria Harrison, Deputy Headteacher
Designated Safeguarding Lead	Richard Hawkins, Headteacher
Named Governor	Nigel Collins
Reviewed / updated	September 2026
Approved by Governing Body	September 2026
Next review	September 2027

1. Policy Statement

Green Park Community Primary School is committed to providing a safe, caring and inclusive environment in which every child and adult is treated with dignity and respect. Bullying is unacceptable in any form and will be addressed promptly, fairly and consistently.

The school aims to prevent bullying through positive relationships, clear expectations, teaching about respectful behaviour and online safety, pupil voice, effective pastoral support and partnership with parents and carers.

This policy applies to bullying involving pupils and also recognises that bullying or harassment of adults, including staff, parents and governors, is unacceptable.

2. Purpose and Objectives

- To prevent bullying wherever possible and create a culture in which bullying is not tolerated.
- To ensure that pupils know what bullying is, how to report concerns and where to obtain support.
- To ensure that staff respond to concerns consistently and appropriately.
- To support children who experience bullying and children whose behaviour amounts to bullying.
- To work in partnership with parents and carers.
- To recognise and respond to prejudice-related bullying and bullying linked to protected characteristics.
- To address bullying that occurs online, outside school or through wider community activities where it affects pupils or the school community.
- To identify patterns and use monitoring information to improve school practice.

3. Statutory Guidance and Links with Other Policies

This policy is based on the Department for Education guidance 'Preventing and Tackling Bullying' and should be read alongside the current statutory safeguarding guidance, including Keeping Children Safe in Education 2026 and relevant local safeguarding procedures. KCSIE 2026 comes into force on 1 September 2026.

The policy links with:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Managing Allegations and Concerns About Staff, Volunteers and Other Adults Procedure
- Complaints Policy
- Staff Code of Conduct
- Online Safety Policy

- SEND Policy and Local Offer
- Equality Policy
- Attendance and Pastoral Support arrangements
- Curriculum policies, including PSHE, Relationships and Health Education and Computing

The DfE's separate guidance 'Cyberbullying: advice for headteachers and school staff' was removed in July 2026 because it has been replaced. Online bullying is therefore addressed within this policy and the school's wider online safety arrangements.

4. Legal and Regulatory Framework

- Equality Act 2010
- Education and Inspections Act 2006
- Children Act 1989 and Children Act 2004
- Protection from Harassment Act 1997
- Public Order Act 1986
- Relevant criminal law relating to threatening, abusive or discriminatory behaviour and communications
- Keeping Children Safe in Education 2026
- Working Together to Safeguard Children 2026, where safeguarding concerns arise

This list is not exhaustive. The school will follow current legislation and statutory guidance relevant to the circumstances of an incident.

5. Responsibilities

The Headteacher will:

- communicate the policy to the school community and ensure it is implemented consistently;
- ensure appropriate action is taken when bullying is reported;
- ensure disciplinary measures are fair, proportionate and consistent with the Behaviour Policy;
- ensure safeguarding concerns are referred to the DSL and dealt with under safeguarding procedures where appropriate;
- ensure staff are supported when bullying or harassment affects them.

The Designated Safeguarding Lead will:

- consider the safeguarding implications of bullying concerns;
- ensure concerns involving potential child-on-child abuse, sexual harassment, sexual violence or significant harm are managed through safeguarding procedures;
- make or advise on referrals to external agencies where appropriate.

All staff will:

- model respectful and inclusive behaviour;
- challenge bullying and discriminatory language or behaviour;
- listen to pupils and take concerns seriously;
- report and record concerns appropriately;
- follow this policy, the Behaviour Policy and safeguarding procedures.

Governors will:

- monitor the effectiveness of the school's approach to bullying;

- review the policy annually;
- receive appropriate information about patterns and significant concerns.

Parents and carers will:

- support the school's approach to respectful behaviour;
- raise concerns promptly through the appropriate school route;
- model respectful behaviour towards children, staff and other members of the community, including online.

Pupils will:

- treat others with respect;
- report bullying or worries about bullying;
- follow the school's behaviour expectations;
- support others and seek help when they see bullying.

6. Definition of Bullying

For the purposes of this policy, bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally and involves an imbalance of power.

Bullying can include name-calling, taunting, mocking, offensive comments, threats, intimidation, physical aggression, taking or damaging belongings, spreading rumours, deliberately excluding someone, or using online communication to cause harm.

Bullying may be physical, verbal, emotional, social or online. It can take place face to face, through phones, messaging services, gaming, social media, websites or other digital platforms.

A single incident will not normally meet the definition of bullying because bullying is generally repeated behaviour. However, a single serious incident may still be unacceptable behaviour, a disciplinary matter or a safeguarding concern and will be dealt with appropriately.

7. Child-on-Child Abuse and Safeguarding

Bullying can be a form of harmful behaviour between children. Not every disagreement or incident of unkind behaviour is bullying, and not every incident will require a safeguarding response.

Where behaviour involves a risk of harm, sexual harassment or sexual violence, discriminatory abuse, significant intimidation, exploitation or another safeguarding concern, the DSL will be informed and the school's Safeguarding and Child Protection Policy will be followed.

The school will not dismiss harmful behaviour as 'banter', 'just a joke' or 'part of growing up' where a child has been harmed or placed at risk.

8. Forms and Types of Bullying

- Physical bullying – hitting, kicking, pushing, tripping, damaging or taking belongings or other physical intimidation.
- Verbal bullying – name-calling, insults, threats, mocking, humiliating or offensive comments.
- Emotional or social bullying – deliberate exclusion, manipulation, intimidation, spreading rumours or encouraging others to reject someone.
- Online bullying – harmful behaviour through phones, messaging, gaming, websites, social media or other digital platforms.

- Prejudice-related bullying – bullying linked to a person's identity, background or a protected characteristic.
- Bullying related to race, ethnicity, nationality or culture.
- Bullying related to religion or belief, including hostility towards a person because they have, or do not have, a particular religion or belief.
- Bullying related to disability or special educational needs.
- Sexist or gender-related bullying.
- Homophobic or biphobic bullying.
- Transphobic bullying.
- Bullying related to pregnancy or maternity, where applicable.
- Bullying related to appearance, health, family circumstances, caring responsibilities, care experience or other personal circumstances.

The school recognises that different forms of bullying may overlap and that a child may experience more than one form at the same time.

9. School Ethos and Prevention

Green Park recognises that bullying, particularly when left unaddressed, can have a serious impact on a child's confidence, wellbeing, attendance, relationships and ability to learn.

The school will:

- promote an inclusive environment based on mutual respect, consideration and care;
- teach children how to build positive relationships and manage disagreements;
- challenge discriminatory language and behaviour, including harmful 'banter';
- provide opportunities for children to discuss differences and celebrate diversity;
- take particular care to support pupils who may be more vulnerable to bullying, including pupils with SEND, communication or social needs, children with caring responsibilities and pupils who may experience prejudice;
- promote safe and responsible use of technology;
- provide safe ways for pupils to report worries;
- use pupil voice, including School Council, surveys, assemblies and class discussions, to understand pupils' experiences;
- promote positive relationships between school and families;
- review practice in response to incidents, patterns and emerging online risks.

10. Education and Training

Anti-bullying work will be embedded through the curriculum and wider school life, including:

- PSHE and Relationships and Health Education;
- assemblies and whole-school activities;
- class discussions and circle time where appropriate;
- online safety and responsible technology education;
- work on empathy, resilience, self-esteem, respectful communication and conflict resolution;
- anti-bullying activities and campaigns, including Anti-Bullying Week where appropriate;
- staff training and reminders about recognising, recording and responding to bullying.

11. Involvement of Pupils

- Pupils will be encouraged to contribute to the development and review of anti-bullying practice.
- Pupils will be given clear information about how to report bullying and who they can speak to.
- Pupil views will be gathered through School Council, surveys, class discussion and other age-appropriate methods.
- Pupils who experience bullying will be involved in decisions about support wherever this is appropriate and safe.
- Pupils will be encouraged to become positive role models and to challenge bullying safely by seeking adult help.

12. Involvement of Parents and Carers

- Parents and carers will be encouraged to contact the school promptly if they believe their child is being bullied or involved in bullying.
- The school will explain how concerns can be raised and who the appropriate point of contact is.
- Parents and carers will be kept informed about concerns and action taken where appropriate, while respecting confidentiality and safeguarding requirements.
- Parents and carers are expected to communicate respectfully with school staff, including when raising concerns.
- Where an issue cannot be resolved through informal discussion, the Complaints Policy provides a formal route for concerns about the school's response.

13. Responding to a Report of Bullying

When bullying is suspected or reported, the school will:

- take the concern seriously and respond promptly;
- ensure the child is safe and provide immediate support where required;
- listen to the child and gather information carefully, avoiding leading questions;
- speak separately with relevant pupils and adults as appropriate;
- consider whether the behaviour meets the definition of bullying or is another form of unacceptable behaviour;
- consider safeguarding implications and involve the DSL where appropriate;
- inform parents/carers as appropriate and in line with safeguarding and confidentiality requirements;
- agree proportionate action in line with the Behaviour Policy and any relevant safeguarding procedure;
- support the child who has experienced bullying and address the behaviour and underlying needs of the child who has bullied;
- record the concern, actions and outcome appropriately;
- monitor the situation to ensure that the behaviour has stopped and that the child feels safe.

The school will not require children to take part in mediation or face-to-face meetings where this would be inappropriate, unsafe or likely to cause further distress.

14. Support for Pupils Who Have Experienced Bullying

- providing a safe and supportive adult to talk to;
- agreeing practical steps to increase safety and confidence;

- monitoring the child's wellbeing and attendance;
- supporting the child to rebuild confidence and relationships;
- working with parents/carers;
- considering pastoral, SEND or other specialist support where appropriate;
- referring to Early Help, children's social care, health or other services where the circumstances require it.

15. Supporting Pupils Whose Behaviour Amounts to Bullying

The school will address bullying behaviour firmly while recognising that children may need help to understand the impact of their behaviour and to change it.

- The child will be given an opportunity to explain what happened.
- The school will identify the behaviour and its impact and make expectations for change clear.
- Parents/carers will be involved as appropriate.
- Education, pastoral support and targeted interventions may be used.
- Consequences will be applied in accordance with the Behaviour Policy and will be proportionate to the seriousness of the behaviour.
- Where appropriate, the school may work with external agencies or other professionals.

16. Online Bullying

Online bullying is treated as seriously as face-to-face bullying. It may happen on or off the school site and outside normal school hours.

- Children should be encouraged to tell a trusted adult and, where possible, keep evidence such as screenshots.
- The school will act promptly when online bullying affects pupils or the school community.
- The school may ask for harmful content to be removed and may report content or accounts to the relevant platform.
- Where appropriate, the school will work with parents/carers, other schools, the police or other agencies.
- Online bullying will be considered alongside the school's Online Safety and Behaviour Policies.
- Staff will not normally attempt to access a child's private account or device beyond what is lawful, necessary and permitted by the school's procedures.

The school recognises that online bullying can continue outside school hours. Where it has a significant impact on pupils or the school community, the school will consider appropriate action even when the behaviour took place away from the school site.

17. Off-Site Bullying

The school may take action where bullying takes place outside the school premises or outside normal school hours if it affects pupils, school relationships, the safe operation of the school or the school community.

- This may include bullying on the journey to or from school, on school transport, during school trips or activities, or online.
- The school may work with other schools or relevant agencies where pupils from different settings are involved.
- Any school sanctions will be applied in accordance with the Behaviour Policy and applicable guidance.

18. Prejudice-Related Bullying and Equality

The school will challenge bullying related to protected characteristics under the Equality Act 2010. This includes race, disability, sex, sexual orientation, religion or belief, gender reassignment, pregnancy and maternity, marriage and civil partnership, and age where relevant.

The school will also respond to prejudice related to characteristics or circumstances that are not themselves protected characteristics where the behaviour causes harm or undermines inclusion.

Incidents will be recorded in a way that allows the school to identify patterns and consider whether additional education, support or action is needed.

19. Bullying and Harassment of Adults

Bullying and harassment of school staff or other adults is unacceptable, whether it is carried out by pupils, parents/carers, colleagues, governors or third parties, and whether it takes place face to face or online.

The school will follow the DfE's July 2026 guidance on preventing and tackling bullying and harassment of school staff, together with relevant employment, health and safety, safeguarding, complaints and behaviour procedures.

Where a member of staff reports bullying or harassment, the school will:

- provide an appropriate opportunity to report and discuss the concern;
- respond promptly and proportionately;
- consider immediate safety and wellbeing;
- keep appropriate records;
- identify whether the behaviour involves discrimination, harassment, threats or other legal or safeguarding concerns;
- use informal or formal routes as appropriate, including the grievance, disciplinary, complaints or behaviour procedures;
- support the member of staff and signpost to union, HR, occupational health or other appropriate support where necessary;
- seek governing body oversight in serious or systemic cases, while protecting confidentiality.

Where a parent/carer is concerned about a school decision, the school will encourage use of the Complaints Policy rather than abusive, intimidating or harassing behaviour towards staff.

20. Recording, Monitoring and Review

The school will record significant bullying concerns and the action taken in accordance with school procedures. Records will be used to identify patterns and inform prevention.

Monitoring may include:

- type of bullying;
- frequency and recurrence;
- location or context;
- online/offline nature;
- year group and pupils involved;
- whether the incident involved a protected characteristic or other prejudice;
- whether pupils with SEND or other vulnerable groups appear disproportionately affected;

- outcomes and whether further incidents occur.

The Headteacher and DSL will be informed of significant concerns as appropriate. The named governor will receive appropriate anonymised or thematic information so that governors can monitor the effectiveness of the school's approach.

The policy will be reviewed annually and sooner if there are significant changes to statutory guidance, local arrangements, school practice or emerging risks.

21. Key Contacts and Sources of Support

School contacts:

Policy Lead	Maria Harrison, Deputy Headteacher
Designated Safeguarding Lead	Richard Hawkins, Headteacher
Deputy DSLs	Maria Harrison; Leanne Reynolds; Matthew Carpenter; Olivia Newing; Rachel Guy
Named Governor	Nigel Collins
School Office	Main route for reporting concerns and requesting support

Useful current sources:

- Department for Education – Preventing and Tackling Bullying
- Department for Education – Keeping Children Safe in Education 2026
- Department for Education – Preventing and Tackling Bullying and Harassment of School Staff (July 2026)
- Anti-Bullying Alliance
- Childline
- NSPCC
- Childnet and Thinkuknow for online safety
- Internet Watch Foundation for reporting harmful online content

22. Approval and Review

Reviewed / updated	September 2026
Reviewed by	Senior Leadership Team
Safeguarding oversight	Designated Safeguarding Lead
Approved by	Governing Body
Current version	2026–2027
Next review	September 2027

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