



Anti-bullying Policy

Last reviewed: November 2024

Next reviewed: November 2026

Received and Agreed by the Governing Body

Signed Chair of Governors: _____ Date: _____

1 Introduction

At Parkwood Primary School, we are committed to providing a safe and supportive environment where all children can learn and thrive free from the fear of bullying. Bullying is harmful and affects the well-being of the victim, and we believe it is unacceptable in any form.

Bullying is defined as deliberate hurtful behaviour, repeated over time, with the intention of causing distress or harm to others. It can take many forms, including but not limited to:

- **Emotional bullying** – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Physical bullying** – hitting, kicking, pushing, or any other use of physical force.
- **Racist bullying** – racial taunts, graffiti, gestures.
- **Sexual bullying** – unwanted physical contact, sexually inappropriate comments, or behaviour.
- **Verbal bullying** – name-calling, sarcasm, spreading rumours, teasing.
- **Cyberbullying** – misuse of digital technology such as social media, emails, text messages, and video or camera functions to threaten, harass, or harm others.
- **Bullying related to diversity** – targeting others because of race, religion, culture, special educational needs (SEN), disabilities, appearance, health conditions, sexual orientation, or status as a young carer or looked-after child.
- **Incidents outside school** – bullying incidents that occur outside of school hours but impact the school environment or relationships among students.

We are dedicated to addressing all forms of bullying and fostering an environment where all children feel safe, respected, and valued.

2 Aims and objectives

This policy aims to:

- Provide a clear and consistent approach to preventing and addressing bullying in our school.
- Create a culture of respect, kindness, and inclusion where all pupils can learn and grow without fear of bullying.
- Ensure that all members of the school community (pupils, staff, parents, and governors) are aware of their responsibilities in preventing and addressing bullying.
- Provide support for victims of bullying and work with those who have engaged in bullying behaviour to understand the impact of their actions and make positive changes.

3 The role of governors

The governing body fully supports the headteacher and staff in creating a school culture where bullying is not tolerated. Governors ensure that the school's anti-bullying policy is reviewed regularly and updated in line with best practices and current legal requirements, including the guidance set out in **Keeping Children Safe in Education**.

Governors will hold the school leadership to account by reviewing bullying incidents and the effectiveness of the anti-bullying strategy, as well as supporting any initiatives or programs that aim to prevent bullying.

4 The role of staff

All staff, including teaching, support, and administrative personnel, take the issue of bullying very seriously. Staff are expected to:

- Be vigilant and proactive in identifying potential bullying behaviour.
- Respond quickly and sensitively to incidents of bullying.
- Record any incidents of bullying using CPOMs and inform a member of SLT in a timely manner.
- Support the victim and ensure they feel safe, heard, and respected.
- Engage in restorative approaches to help the child who has bullied understand the consequences of their actions and work towards repairing harm.

- Promote positive behaviour and respect for others through the curriculum, such as in PSHE lessons and school assemblies.
- Keep parents informed of any incidents involving their child and work together to address concerns.
- Seek external support where appropriate for children who are bullying or are affected by bullying, including through the Inclusion Team or external agencies.

Staff must ensure that their response is consistent with school policies and approach, sensitive to the needs of the children involved, and in line with **Keeping Children Safe in Education**.

Bullying Incidents Relating to Staff

Any incidents of bullying involving staff members (whether staff-to-staff, staff-to-pupil, or pupil-to-staff) will be taken very seriously by the school. The school is committed to ensuring a safe and respectful working environment for all staff, and will address bullying allegations involving staff in line with **Hackney's HR policies and procedures**.

This includes, but is not limited to:

- Investigating any allegations of bullying promptly, thoroughly, and impartially.
- Ensuring that the process respects the dignity and confidentiality of all individuals involved.
- Following established grievance or disciplinary procedures where applicable, in accordance with the Hackney's HR framework.
- Providing support to both the victim and the person accused, ensuring fairness, transparency, and due process.
- Considering any necessary training or interventions for staff involved in bullying-related incidents.

The school will also ensure that any bullying involving staff members is reported to the governing body where appropriate, and that steps are taken to prevent any recurrence of such incidents in the future.

All staff should be aware that bullying behaviour is unacceptable, and any such incidents will be dealt with in accordance with the principles of fairness, respect, and safeguarding in line with the school's commitment to providing a safe and supportive working environment.

5 The role of parents

Parents play a vital role in preventing and addressing bullying. If parents are concerned that their child is being bullied, or is bullying others, they should:

- Contact their child's class teacher immediately. Parents should not engage directly with other children or families about bullying matters.
- Work collaboratively with the school to address concerns and support interventions.
- Encourage their child to speak up if they are being bullied, and to be kind and inclusive towards others.
- Support the school's approach to creating a positive and respectful environment.
- Contribute to the evaluation of the school's anti-bullying policy through feedback mechanisms such as parent surveys and coffee mornings.

Parents will be kept informed of any incidents involving their child and are encouraged to maintain open lines of communication with the school.

6 The Role of Children

Children are encouraged to be active participants in creating a safe school environment. They are expected to:

- Treat others with kindness, respect, and empathy in line with Parkwood values, and to challenge bullying behaviour when they see it.
- Report bullying incidents to a trusted adult, including teachers, learning mentors, or the SLT.
- Support peers who may be affected by bullying, either through peer support networks or as active bystanders who safely stand up to bullying behaviour.
- Participate in the school's anti-bullying campaigns, including classroom discussions, assemblies, and peer-led interventions such as playground buddies.

Children who are involved in bullying behaviour will be supported through the school's restorative practices to help them understand the impact of their actions and encourage behaviour change.

7 Monitoring and Review

This policy will be reviewed every two years by staff and the governing body to ensure its effectiveness and compliance with relevant legislation and best practices.