



Holway Park Primary School Anti-Bullying Policy

October 2025

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The most effective way of encouraging good behaviour is to develop positive relationships between staff and children and to set high expectations of behaviour. Focusing on developing good relationships also ensures pupils feel valued and supported, meaning they are less likely to misbehave.

Aims

The aims of this policy are to:

- Ensure the number of incidents of bullying is at a minimum
- Build an anti-bullying ethos
- Encourage a culture of zero tolerance by children and staff to bullying
- Encourage telling and communicating with respect.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- That it will be understood that everyone needs to take responsibility for bullying

This policy should be read alongside our Behaviour & Relationship Policy. Every member of the community has rights and responsibilities which enable us to work and learn in a school environment in which we feel safe and supported. The school's Behaviour & Relationship policy is therefore designed to support the way in which all members of the school can work together in a supportive way.

What is bullying?

ANTI- BULLYING ALLIANCE-Definition of bullying

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Children are encouraged to reflect on their choices and understand the implications their actions may have for themselves or others. If a child makes an inappropriate behaviour choice, they are spoken to by an adult in the school and helped to understand why that behaviour is not acceptable.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power could manifest itself in several ways it may be physical or psychological. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumour. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

The staff at Holway Park Primary School endeavour to be alert to the signs of bullying and always act promptly and firmly against it if allegations of bullying are substantiated. If staff are alerted to bullying taking place either by seeing signs within an individual or by being told by an individual, group or parent, the following course of action takes place:

1. A member of the behaviour investigation team talks sensitively to both the victim and the aggressor(s) separately, listening to both sides of the story. Adults will listen carefully to all accounts and not make assumptions. This should be done at a convenient time but as quickly as possible after being made aware of it. It is advisable to take notes of what each party says as these may be requested at a later stage. It is important to explore a child's and parent's perception of bullying when trying to establish whether or not the individual is in fact being subjected to bullying.
2. If the allegations of bullying are substantiated, then the aggressor(s) should be sent to the Deputy Headteacher who will deal firmly with the child(ren) in accordance with the rest of this policy and inform the parents where appropriate.

3. If the allegations of bullying cannot be proven and need further investigation, then both the victim and the aggressor(s) should be sent to the Headteacher who will then endeavour to investigate the matter further. If the allegations are found to be true, then the matter will be dealt with as in 2) above. If following further investigation, the matter can still not be resolved, then the Deputy Headteacher will inform the class teacher and both will monitor the situation for a period of time. Parents will once again be informed.

4. If the allegations are found to be untrue then the team will:

- i. investigate further why the allegations were made as the child may have other problems or concerns Which need to be sorted out.
- ii. inform the Headteacher of the incident so that she/he is aware of it too.

Identification

Our school staff, parents and children must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy. Pupils and parents are encouraged to report instances of bullying.

Signs of bullying may include:

- Reluctance to go out to play
- Reluctance to come to school
- Lack of concentration
- Drop in standard of work
- Physical injuries
- Withdrawn personality
- Possessions regularly going missing
- Becoming nervous and shy
- Clinging to adults
- Exhibiting atypical aggressive behaviour

Involving Children

We want children to tell us if they have a problem with bullying behaviour in the secure knowledge that they will be given a fair hearing and taken seriously. Children should be encouraged to contribute their ideas as to how bullying should be dealt with.

Teaching children about bullying

We explore bullying issues through role-play, PSHE and circle time. Children are given the opportunity to respond and discuss:

- What is bullying?
- What causes people to bully each other
- How does it feel to be bullied/to bully?
- What are the effects of bullying behaviour on bullied people, on people who bully and on bystanders?
- What would our school be like if bullying behaviour was acceptable?
- Why should we try not to bully each other
- What could we do to stop bullying?

During assemblies, Anti Bullying Days, Internet Safety and PSHE learning sessions there will be opportunities to discuss and explore bullying issues with the children. Children will be taught to understand their own and others' behaviour and feelings.

They will be taught about issues such as prejudice and justice, fairness and friendship, respect for diversity and what it is to be tolerant and assertive.

Children are also taught to safely use technology (including mobile phones, email, internet). All websites accessed in school are screened by our filtering system. Rude or offensive emails, websites, documents are sent to the Head Teacher. If appropriate action will be taken and recorded.

The school will challenge sexual content within verbal abuse especially challenging the use of homophobic language.

Monitoring

The Behaviour Lead will monitor bullying incidents at the end of each term and report to the Headteacher, SLT and Governors.