Anti-Bullying Policy

Heron Park Primary Academy

Approved by:	Helen Crees	Date: July 2024
Last reviewed on:	July 2025	
Next review due by:	July 2026	

At Heron Park, we are committed to the success of every child—**Every Child, Every Moment, Empowered to Achieve**. Our vision is to empower children to reach their full potential and strive for excellence in all they do.

Guided by our school motto—**"We care, we play, we grow and always try our best"**—pupils are nurtured in an environment that values kindness, curiosity, and ambition.

We foster a love of learning by creating engaging, supportive spaces where children feel inspired to explore, question, and grow. Through high-quality teaching and a culture of encouragement, we help every child become confident, capable, and ready to thrive in an ever-evolving world.

Our School Values				
Respect	Curiosity	Independence	Resilience	Aspiration
Allowing others to learn without distraction. Listening to others with interrupting. Using kind words and kind actions.	Face challenges in a positive way. Ask questions to really understand. Look forward to new learning.	Be ready to learn. Have a go. Reflect on feedback, make changes.	Believe in yourself. Take risks, make mistakes. Never give up.	Think big, dream big. Try new things. Aim to beat your best.

To protect the rights of all children to have a safe and secure learning environment, Heron Park Primary Academy will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence, as these behaviours are unacceptable and interfere with both our school's ability to educate children and a child's ability to learn. If such a case arises, the staff at Heron Park Primary Academy will follow the anti-bullying guidelines laid out in this policy.

This will enable staff to:
• Identify children displaying unacceptable behaviour and know how to support them in order
that they develop the necessary skills to participate in the school community effectively and
positively
• Keep all other children safe, happy and confident.

Clarification of terms Definition of bullying

Bullying behaviour is defined as: "Behaviour by an individual or group – usually repeated over time – that intentionally hurts another individual or group, either physically or emotionally" (DfE "Preventing and Tackling Bullying", July 2017).
Bullying can take many forms:

 • Physical bullying- hitting, kicking, pinching or taking another's belongings

 • Verbal bullying- name calling, put downs, threats, teasing, ridiculing, belittling, excessive criticism or sarcasm

• Indirect bullying- rumours or stories, exclusion from a social group, invading privacy, graffiti designed to embarrass, withholding friendship

• Cyber/Online bullying- sending nasty phone calls, text messages or emails/chat rooms.

 Some forms of bullying are attacks not only on the individual, but also on the group to which the person or child may belong. These protected characteristics are outlined in the Equalities information and objectives document. Within school, we will pay particular attention to:

• Racial harassment and racist bullying

• Sexual and gender-based bullying

• The use of homophobic language including biphobic and transphobic references, including deadnaming

• Bullying of students who have special educational needs or disabilities.

The language used around bullying can be very emotive and can 'label' children, suggesting permanence. Instead of 'victim' say 'person or child who is being bullied', and instead of 'bully' say 'person or child who is using bullying behaviours.' In this way it is the behaviours and roles that are being labelled, not the children.

Friendship problems and bullying behaviour can be upsetting and unpleasant, but it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour.

Strategies for preventing bullying behaviour

Whole school approach: Issues surrounding friendships and bullying behaviour are taught through the school's Wellbeing curriculum.

The school's computing curriculum directly addresses online bullying and covers the consequences to pupils and others in not communicating appropriately and respectfully online.

Whole school assemblies are also used to discuss bullying and raise children's awareness of what bullying looks like and how they can respond.

School councils will provide a forum for discussing any bullying issues and for the children to decide ways of preventing it and supporting those who are bullied.

We have Ambassadors/Prefects in school who model pro-social behaviours to children.

All staff will monitor behaviour and intervene when it becomes inappropriate to prevent bullying.

Staff on playground duty will inform class teachers of any incidents.

Roles and Responsibilities

6. Responsibilities of staff:

- Listen to bullying concerns
- Attend annual safeguarding training
- Keep up to date with any CPD relating to bullying
- Read key policies linked to bullying
- Factually log incidences using CPOMs
- Ensure outcomes of investigations are shared with families

Responsibilities of parents

Parents have a responsibility to support the school's Anti-Bullying policy and to actively encourage their child to be a positive member of the school community. Parents should work with the school in the event of an alleged bullying incident and support the school in following the policy.

The school will provide useful information for parents on preventing bullying, safe use of the internet and cyberbullying via our school newsletter.

Allegations of bullying

When an allegation of bullying is made by either a child or parent, school will act in the following way:
• The allegation will be logged on CPOMs
 • The parents of the children involved will be spoken to and informed of the school's investigation
• The investigation will be allocated to a member of the school's senior leadership team (SLT)

• That member of staff, supported by the class teacher (where appropriate), will investigate the allegations. This may involve speaking to children and speaking to other members of staff.
• All subsequent communications will be recorded on CPOMs and shared with the SLT including the safeguarding lead.
• Parents will be informed of the outcome of the investigation:
➢ Substantiated- there is sufficient evidence to prove the allegation
➢ Malicious- there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the child subject of the allegation
➢ Unsubstantiated- there is insufficient evidence to either prove or disprove the allegation.

When the member of the senior leadership team and/or the class teacher discuss the incident(s) with the pupils involved this will be done in an empathetic and non-judgemental manner. Regardless of the outcome of the investigation into any alleged bullying, staff will continue to support all children involved with their social and emotional needs.

Where a pupil or group of pupils deny involvement in bullying behaviour the pupils concerned will be observed and monitored. The pupil being bullied may be asked to record and report any incidents which cause them concern.

The school will consider their responsibilities under the Equalities Act 2010 to consider any SEN of the child(ren) involved in the bullying incident.

<u>When bullying is known to have happened or be ongoing</u>

Following the above actions and investigation the incident(s) will be followed up in line with the school's Behaviour Policy as appropriate. These might include:
- Records kept on pupils' files.
- Official warnings to cease offending or withdrawal of certain school privileges.
- Involvement of the police and other local services.
- Exclusion from certain areas of school premises.
- Internal Suspension.
- Fixed Term Suspension.
- Permanent Exclusion.
- Support will be provided for all children involved.
- Specific elements of the wellbeing curriculum (and online safety curriculum) will be re-visited.

<u>Associated policies and documents</u>
• Staff Code of conduct
 • Behaviour policy
 • Safeguarding policy
• Online safety policy
• Data Protection policy

• Complaints policy
 • Equality, information and objectives document
 • SEN policy
 • Privacy Notice for pupils, parents and families-AAT
 • Wellbeing Policy

Useful websites
www.bullying.co.uk
www.anti-bullyingalliance.org.uk
www.childline.org.uk
www.kidscape.org.uk
www.youngminds.org.uk
www.beyondbullying.com
https://www.nationalbullyinghelpline.co.uk/