

Anti-Bullying Policy



Heron Park Primary Academy

Approved by:	Helen Crees	Date: September 2026
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Our Commitment

At Heron Park Primary Academy, we are committed to the success and wellbeing 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**", we nurture children in an environment where kindness, respect, curiosity and ambition are valued.

We believe that children learn best when they feel safe, valued and included. Our school community promotes positive relationships, celebrates diversity and encourages every child to develop the confidence and skills they need to thrive.

To protect every child's right to learn in a safe and supportive environment, we are committed to preventing and responding to bullying, harassment and any form of aggressive behaviour. These behaviours are unacceptable and can have a significant impact on a child's wellbeing, confidence and ability to learn.

Through this policy, we aim to:

- Promote a culture of kindness, respect and inclusion.
- Prevent bullying behaviour wherever possible.
- Support children who are being bullied.
- Support children displaying bullying behaviour to make positive changes.
- Ensure all pupils feel safe, happy and valued within our school community.

Our School Values				
Respect	Curiosity	Independence	Resilience	Aspiration
				

Respect

- Allow others to learn without distraction.
- Listen to others without interrupting.
- Use kind words and kind actions.

Curiosity

- Ask questions to deepen understanding.
- Look forward to new learning opportunities.
- Be ready to learn.

Independence

- Have a go.
- Reflect on feedback and make improvements.
- Believe in yourself.

Resilience

- Face challenges positively.
- Take risks and learn from mistakes.
- Never give up.

Aspiration

- Think big and dream big.
- Try new things.
- Aim to beat your personal best.

What is Bullying?

The Department for Education defines bullying as:

"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally."

Bullying involves a deliberate intention to cause harm and is often repeated over time. It can occur face to face or online.

Bullying can take many forms, including:

Physical Bullying

- Hitting
- Kicking
- Pinching
- Damaging or taking belongings

Verbal Bullying

- Name-calling
- Threats
- Put-downs
- Ridicule or mocking
- Excessive criticism

Indirect or Social Bullying

- Spreading rumours
- Deliberately excluding others
- Sharing private information
- Damaging friendships
- Embarrassing or humiliating someone

Online Bullying

- Sending unkind or threatening messages
- Misusing social media
- Sharing upsetting content online
- Bullying through messaging apps, games or chat platforms

Bullying Related to Protected Characteristics

Some bullying behaviours target a child's identity, background or personal circumstances.

At Heron Park, we pay particular attention to:

- Racist bullying and racial harassment.
- Sexual or gender-based bullying.
- Homophobic, biphobic and transphobic bullying, including the use of discriminatory language and deadnaming.
- Bullying related to disability, special educational needs or differences.
- Allergy-related bullying and harassment, including teasing, intimidation, exclusion, threats involving allergens or deliberate exposure to allergens.
- Bullying linked to any protected characteristic identified within the Equality Act 2010.

Such behaviour is taken extremely seriously and may also be treated as a safeguarding concern.

The Language We Use

We believe it is important to focus on behaviour rather than label children.

Instead of using terms such as "**victim**" or "**bully**", we refer to:

- **A child who is being bullied**
- **A child displaying bullying behaviour**

This reflects our belief that behaviour can change and that no child should be defined by a single incident or experience.

Friendship Difficulties and Bullying

We recognise that friendship difficulties and bullying are not the same.

Arguments, disagreements, fallings-out and friendship issues can be upsetting, but they do not always involve bullying behaviour.

When concerns are raised, staff will carefully consider the situation and respond appropriately. Friendship difficulties may require support, mediation and relationship-building strategies, while bullying behaviour requires a more formal response and investigation.

Preventing Bullying

Preventing bullying is everyone's responsibility.

We take a proactive approach by:

- Teaching respectful relationships through our wellbeing curriculum.
- Teaching online safety and responsible online behaviour through the computing curriculum.
- Delivering assemblies which promote kindness, inclusion and respect.
- Providing opportunities for children to discuss concerns through the School Council.
- Using Ambassadors and Prefects to model positive behaviour.
- Encouraging children to report concerns and seek support.
- Training staff to identify and respond to bullying effectively.
- Monitoring behaviour across the school and intervening early where concerns arise.

Staff supervising playtimes and lunchtimes communicate concerns promptly to class teachers and senior leaders where necessary.

Roles and Responsibilities

Staff Responsibilities

All staff are expected to:

- Attend annual safeguarding training.
- Keep up to date with training and professional development relating to bullying.
- Read and follow school policies linked to behaviour, safeguarding and bullying.
- Listen carefully and respond appropriately to concerns.
- Record incidents and concerns factually and promptly on CPOMS.
- Work with families to resolve concerns and share outcomes of investigations.
- Support all children involved.

Parent and Carer Responsibilities

Parents and carers play an important role in supporting positive relationships.

We ask parents and carers to:

- Encourage their child to treat others with kindness and respect.
- Inform the school of any concerns about bullying.
- Work in partnership with the school during investigations.
- Support agreed actions and strategies.
- Promote safe and responsible online behaviour at home.

The school will continue to share information and guidance with families regarding bullying prevention, online safety and cyberbullying.

Reporting a Bullying Concern

When a concern or allegation of bullying is raised by a child, parent or carer, we will take it seriously and follow a clear and consistent process.

Step 1 - Recording the Concern

The concern will be recorded on CPOMS, the school's safeguarding and wellbeing recording system.

Step 2 - Informing Parents

Parents or carers of the children involved will be informed that a concern has been raised and that an investigation will take place.

Step 3 - Allocating the Investigation

A member of the Senior Leadership Team (SLT) will be assigned to lead the investigation.

Step 4 - Investigating the Concern

The investigation may involve:

- Speaking with the children involved.
- Speaking with witnesses.
- Gathering information from staff.
- Reviewing records and previous concerns where relevant.

Step 5 - Recording Actions

All actions, findings and communications will be recorded on CPOMS and shared with relevant senior leaders, including the Designated Safeguarding Lead.

Step 6 - Sharing the Outcome

Parents and carers will be informed of the investigation outcome.

Possible outcomes include:

Substantiated

- There is sufficient evidence to show that bullying behaviour occurred.

Unsubstantiated

- There is insufficient evidence to either prove or disprove the allegation.

Malicious

- There is sufficient evidence to show that a false allegation was deliberately made to cause harm or deceive others.

During and After the Investigation

Throughout the process, staff will speak to all children in a calm, supportive and non-judgemental manner.

Regardless of the outcome, we will support the emotional wellbeing of all children involved.

Where bullying behaviour is denied, staff may continue to monitor the situation and gather further information. Children may be encouraged to report any future concerns so that patterns can be identified and addressed quickly.

The school will also consider:

- Any Special Educational Needs and Disabilities (SEND).
- Medical needs, including allergies.
- Safeguarding concerns.
- Equality Act 2010 responsibilities.
- Individual circumstances that may affect the support required.

When Bullying Has Taken Place

Where an investigation finds that bullying behaviour has occurred, appropriate action will be taken in line with the school's Behaviour Policy.

Actions may include:

- Recording the incident on school systems.
- Meetings with parents and carers.
- Restorative work and educational support.
- Additional supervision and monitoring.
- Removal of specific privileges.
- Internal suspension.
- Fixed-term suspension.
- Permanent exclusion in the most serious cases.
- Involvement of external agencies, including the police, where appropriate.

Support will be provided for all children involved.

The school may also revisit relevant aspects of the wellbeing curriculum and online safety curriculum to help prevent similar incidents in the future.

Bullying and Safeguarding

Some forms of bullying may be treated as safeguarding concerns, particularly where they involve:

- Discrimination or prejudice.
- Online harm.
- Sexual harassment or child-on-child abuse.
- Hate-related incidents.
- Threats involving medical conditions or allergens.
- Behaviour that places a child at risk of significant harm.

In these circumstances, the school will follow safeguarding procedures and may involve external agencies where necessary.

Associated policies and documents

- 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
- Allergy Safety 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/>