



Anti-Bullying Policy

Person Responsible:	Mrs. Lisa Crombie – Deputy head teacher
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At Howletch Lane Primary School, our vision of “Creating Futures Together” underpins everything we do, including our commitment to fostering a safe, respectful, and inclusive environment where every pupil can thrive. We recognise that high standards of behaviour are essential to creating a calm, supportive atmosphere that enables effective learning and personal development.

Every pupil has the right to be treated with respect, and those who engage in bullying behaviour must be supported to develop positive and respectful ways of interacting. When bullying does occur, we ensure that pupils feel safe to report it and are confident that all incidents will be addressed promptly and effectively, in line with our anti-bullying policy.

Bullying, in any form, is unacceptable and incompatible with our values. We are committed to preventing all types of bullying, including cyberbullying, prejudice-based, and discriminatory bullying, so that every pupil feels safe, valued, and treated with dignity. Our approach aligns with the Department for Education’s *Behaviour in Schools* guidance (September 2022), which emphasises the importance of a whole-school culture that promotes excellent behaviour and protects pupils from disruption and harm.

We expect all pupils to understand and uphold the school’s behaviour standards and contribute positively to our school culture. Pupils, staff, and parents are all partners in maintaining these high standards. We ensure pupils receive induction and ongoing support to understand our behaviour expectations and have clear routes to report bullying confidently, knowing that incidents will be addressed promptly and fairly.

Our anti-bullying policy is a key part of our wider behaviour strategy, designed to create an environment where pupils can learn without fear and develop the self-discipline, respect, and positive relationships that will help them succeed now and in the future.

1. Introduction and Purpose

This policy outlines Howletch Lane Primary School's commitment to creating a safe, secure, and respectful environment for all pupils, staff, parents, and visitors. Bullying of any kind is unacceptable and will not be tolerated. This policy aims to prevent bullying, address incidents effectively, and provide support for those affected. It aligns with the school's vision of "Creating Futures Together" by fostering a culture of empathy, respect, and responsibility. This policy is compliant with the latest guidance from the Department for Education (DfE), including "Preventing and Tackling Bullying" (2023) and the Equality Act 2010.

2. Definition of Bullying

The Department for Education (DfE) guidance "Preventing and tackling bullying: Advice for headteachers, staff and governing bodies" (July 2017) defines bullying as behaviour that is:

- **Repeated** over time
- **Intentional** - meant to hurt, harm or humiliate
- **Involves an imbalance of power** - making it difficult for the victim to defend themselves

Bullying can occur face-to-face or online and can take many forms, including:

- **Physical Bullying:** Hitting, kicking, pushing, damaging or taking someone's belongings, or using physical force to intimidate.
- **Verbal Bullying:** Name-calling, insults, persistent teasing, verbal threats, or spreading rumours and malicious gossip.
- **Relational/Social Bullying:** Deliberately excluding someone from groups, isolating them, manipulating friendships, or using social rejection to cause distress.

- **Cyberbullying:** Using digital technology (social media, messaging apps, gaming platforms, emails) to repeatedly target someone with harmful, threatening, or humiliating content. This includes sharing private information without consent, creating fake profiles, or coordinating online exclusion.
- **Identity-Based Bullying:** Targeting someone because of their actual or perceived race, religion, gender, sexual orientation, gender identity, disability, appearance, family circumstances, or any other protected characteristic under the Equality Act 2010.

3. Legal and Regulatory Framework

This policy is informed by and complies with:

- The Education and Inspections Act 2006
- The Equality Act 2010
- The School Standards and Framework Act 1998
- Keeping Children Safe in Education (2024)
- Preventing and Tackling Bullying (DfE, 2017)
- Behaviour in Schools (DfE, 2022)

4. Roles and Responsibilities

At Howletch Lane, we work collaboratively within a clear leadership structure to ensure the safety and well-being of all pupils. From the governing body through senior leadership to all staff members, pupils, and families, everyone has a defined role in preventing and addressing bullying through clear communication, vigilant supervision, and prompt intervention.

- **Deputy Headteacher:** Overall responsibility for implementing and monitoring the anti-bullying policy.
- **Designated Safeguarding Lead (DSL):** Responsible for ensuring that bullying incidents are addressed in line with safeguarding procedures.
- **All Staff:** Responsible for being vigilant, reporting incidents of bullying, and promoting a positive and inclusive school environment.
- **Pupils:** Responsible for treating others with respect, reporting bullying incidents, and supporting those who are being bullied.
- **Parents/Carers:** Responsible for supporting the school's anti-bullying policy, reinforcing positive behaviour at home, and reporting any concerns about bullying.
- **Governors:** Responsible for monitoring the effectiveness of the anti-bullying policy and ensuring that it is reviewed regularly.

5. Preventing Bullying

At Howletch Lane Primary School, we are committed to creating a safe and inclusive environment where bullying in all its forms is actively prevented through a comprehensive and proactive anti-bullying strategy, supported by clear reporting systems, staff training, and a culture of mutual respect and positive relationships among pupils and staff. Our school systematically promotes tolerant and non-bullying behaviour through multiple interconnected approaches:

- **A carefully designed curriculum:** We incorporate anti-bullying themes into the curriculum primarily through PSHE (personal, social, health and economic education). Our 'Learning Means the World' Curriculum was designed specifically for the pupils in our school, delivering topics from Early Years to Year 6 which increase awareness, tolerance and cultural capital to build empathy, respect and understanding that directly challenges bullying behaviours. Our English texts, PE curriculum, Commando Joe's resilience training, enrichment opportunities and RE teaching are strategically aligned to our anti-bullying policy, ensuring pupils consistently develop the social skills, emotional intelligence and understanding of themselves and others, needed to prevent bullying.

- **School Values:** Our SHINE values are explicitly taught and modelled daily, providing pupils with clear expectations for respectful behaviour and creating a framework that naturally challenges bullying attitudes.
- **Assemblies:** Regular assemblies, including those featuring Picture News current affairs discussions, provide opportunities to explore themes of diversity, empathy and social justice, helping pupils understand different perspectives and develop tolerance for others.
- **Celebrating Achievements:** We actively recognise and celebrate pupils who demonstrate our SHINE values as well as inclusive behaviour, kindness and respect for differences, reinforcing positive role models and showing that anti-bullying behaviour is valued and rewarded.
- **Behaviour and Relationships Policy Application:** Our graduated approach ensures swift, consistent responses to any intolerant behaviour whilst simultaneously promoting positive relationships, creating a culture where respectful behaviour is the only behaviour accepted at Howlatch Lane Primary School.

Together, these elements create a comprehensive awareness-raising strategy that embeds anti-bullying messages into daily school life, ensuring pupils consistently encounter - and have opportunities to demonstrate - values of tolerance, respect and inclusion across all aspects of their school experience.

Our school ensures all staff maintain high awareness of bullying issues through systematic communication and monitoring:

- **CPOMS Updates:** All reported bullying incidents and concerning behaviours are recorded on CPOMS, providing real-time visibility for staff to identify patterns, monitor ongoing situations and ensure consistent responses across the school community.
 - **Staff Meetings:** Regular staff meetings provide opportunities to inform all staff of current concerns and can contribute to whole-school strategies for prevention and intervention.
 - **SLT Communication:** The Senior Leadership Team provides targeted briefings to staff about specific incidents, vulnerable pupils and emerging issues, ensuring appropriate support and vigilance is maintained while respecting confidentiality.

This multi-layered communication approach ensures that all staff members are equipped with current information about bullying concerns, can recognise early warning signs, and respond consistently according to our anti-bullying policy.

By maintaining high staff awareness, we create a protective network around all pupils and take swift, decisive action on every concern that is identified. This can include:

- **Emotional Support:** We use a range of strategies in our school to support vulnerable pupils, develop emotional resilience and promote positive social interactions that prevent bullying behaviours. These include, but are not exclusive to, clear incremental behaviour consequences reinforced in a child-friendly way as per the Behaviour and Relationship Policy, school-wide implementation of the Zones of Regulation, access to ELSA based activities, small group work groups or targeted interventions. Pupils can also be referred to our Connecting with Children worker.
- **School Environment:** We have created a positive and inclusive school environment where all pupils feel valued and respected. This is underpinned by our OPAL initiative which provides outdoor play

opportunities that build natural friendships and cooperation, alongside our robust behaviour and relationships policy that ensures consistent, fair treatment for all.

- **Online Safety:** We provide ongoing education about online safety and cyberbullying prevention through curriculum delivery, assemblies and family workshops, supported by monthly online safety newsletters that keep parents updated on emerging digital risks and protective strategies.

6. Reporting Bullying

All incidents of bullying should be reported promptly to a member of staff. Pupils can report bullying to any adult they trust in school (teachers, teaching assistants, support staff, DHT, AHT & Headteacher).

Parents/carers should report any concerns about bullying to the school as soon as possible. Reports can be made in person, by phone, or via the school office email. All reports will be taken seriously and investigated thoroughly.

7. Responding to Bullying

When a bullying incident is reported, the school will take the following steps:

1. **Listening and Understanding:** We will carefully listen to all pupils involved and any witnesses, creating a safe space for everyone to share their experiences and feelings about what happened.
2. **Thoughtful Assessment:** We will sensitively assess the situation to understand the impact on all pupils involved and determine the most appropriate support and next steps needed.
3. **Caring Intervention:** We will implement strategies to ensure the bullying stops immediately, while providing appropriate support, guidance and learning opportunities for all pupils involved.
4. **Ongoing Care and Support:** We will continue to check in with all pupils involved, ensuring they feel safe, supported and confident that the situation has been resolved, adjusting our approach as needed.
5. **Learning and Reflection:** We will keep detailed records of incidents and our responses to help us learn, improve our practice and ensure we can provide the best possible support for all our pupils in future.

In line with the Behaviour and Relationships Policy, we will inform and work closely with the parents/carers of all pupils involved, keeping them updated on our actions.

8. Sanctions

Sanctions for bullying will be proportionate to the severity of the incident, in line with our Behaviour and Relationships Policy. All incidents of bullying are recorded and monitored by SLT.

9. Support for Victims

Howletch Lane Primary School will provide support for pupils who have been bullied, including:

- Emotional support and/or strategies for building self-confidence and resilience from our Connecting with Children worker or Nurture lead.
- Liaison with external agencies (where appropriate)
- Clear adaptations to support pupils with SEND to access the curriculum successfully.

10. Cyberbullying

Howletch Lane Primary School recognises that cyberbullying is a serious issue that requires specific attention. We:

- Educate pupils about the risks of cyberbullying and how to stay safe online through our Learning Means the World Curriculum
- Encourage pupils to report cyberbullying incidents to a trusted adult
- Work with parents/carers to address cyberbullying incidents that occur outside of school

- Take appropriate action against pupils who engage in cyberbullying, including contacting the police where necessary

11. Prejudice-Based Bullying

Howlatch Lane Primary School is committed to creating a school environment where all pupils are treated with respect and dignity, regardless of their race, religion, gender, sexual orientation, disability, or any other protected characteristic. We:

- Actively challenge prejudice and discrimination
- Take appropriate action against pupils who engage in prejudice-based bullying, in line with the school's Behaviour and Relationships Policy
- Ensure that the curriculum reflects the diversity of the school community and the wider world

12. Monitoring and Evaluation

The effectiveness of this policy will be monitored and evaluated regularly through:

- Analysis of bullying incident data
- Pupil surveys
- Staff feedback
- Parent/carer feedback
- Review of school policies and procedures

The policy will be reviewed annually and updated as necessary.

13. Communication

This policy will be communicated to all pupils, staff, parents/carers, and governors through:

- School website
- Staff meetings
- Parent/carer meetings
- Pupil assemblies
- Classroom discussions

14. Related Policies

- Behaviour and Relationships Policy
- Safeguarding Policy
- Online Safety Policy
- SEND Policy
- Equality Policy