



July 2026

Anti-Bullying Policy

Statement of Principle

Everybody at Swansfield Park School actively promotes a friendly atmosphere that is safe, secure and fosters confidence and mutual respect. All stakeholders believe that bullying is always unacceptable and it will not be tolerated within our school community, whether committed by children or by adults. Everyone at Swansfield Park Primary School has the right to have themselves and their property treated with respect and to be free from intimidation.

Legal Framework and Related Guidance

This policy has been written with regard to the following legislation and statutory guidance:

- Education Act 2002 (section 157 – academies' duty to safeguard and promote the welfare of students)
- Education and Inspections Act 2006 (sections 88–90 – duty to prevent all forms of bullying; headteacher's power to regulate conduct beyond the school gates)
- Equality Act 2010 (protected characteristics; public sector equality duty, section 149)
- Children Act 1989 and 2004
- Human Rights Act 1998
- Online Safety Act 2023
- Children's Wellbeing and Schools Act 2026
- Keeping Children Safe in Education (DfE, current edition)
- Preventing and Tackling Bullying (DfE guidance)
- Behaviour in Schools (DfE)
- Mental Health and Behaviour in Schools (DfE)

Related school policies: Positive Relationships and Behaviour Policy; Safeguarding and Child Protection Policy; Online Safety / Acceptable Use Policy; SEND Policy; Equality and Diversity Policy; Complaints Policy.

Aims

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those which will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study. We are committed to continually monitoring, reviewing and assessing the impact of our preventative measures.

As a school, we seek to:

- Ensure that all children and adults have the right to be healthy, stay safe, enjoy and achieve and make a positive contribution without fear of intimidation.
- Promote a range of preventative measures through assemblies, the Personal Development curriculum and supporting national anti bullying initiatives.
- Actively listen to children and where appropriate their parents or carers.

Values

At Swansfield Park, everything we do is underpinned by our core values of being caring, curious and courageous and our school rules of kind hands, kind feet, kind words and showing our best each day. We pride ourselves on sharing and encouraging these values and rules with our children. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn and be themselves. Everyone at our school is equal and treats each other with respect and kindness. Bullying of any kind is unacceptable. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a 'telling' school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Definitions of Bullying

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally. Bullying can be short term or continuous over long periods of time. This can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, biting, hitting, punching or any use of violence.
- Racial: the use of language or gestures that are intentionally directed at an individual or group because of their race, skin colour, ethnicity, nationality, or culture.
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality direct or indirect
- Verbal: name-calling, sarcasm, spreading rumours, teasing

- Cyber bullying: email, internet, social media and messaging services
- Misuse of associated technology , i.e. camera and video facilities, iPad, games consoles,

Bullying is different from random acts of aggression. It includes different sorts of negative behaviours including physical, psychological, social and verbal. It causes distress to vulnerable children who suffer over a period of time.

Bullying should always be taken seriously. All bullying is unacceptable. Bullying is deliberately hurtful. It typically has seven elements:

1. an initial desire to hurt
2. the desire is expressed in action
3. someone is hurt either physically or emotionally
4. there is an imbalance of power
5. it is without justification
6. it is typically repeated
7. there is evident enjoyment by those who bully

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and virtually. It can take place in group activities and between families in the local community

Recognising Bullying

A child may indicate through signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts to run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to make less effort with school work than previously
- has possessions which are damaged or “ go missing”
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what’s wrong
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- lack of eye contact
- becomes short tempered
- changes in attitude to people at home

These signs and behaviours could indicate other social, emotional and health problems, but bullying should be considered a possibility and should be investigated.

Roles and Responsibilities

The Academy Council

- Approves this policy and monitors its implementation and impact through regular reporting from the Headteacher
- Holds the Headteacher to account for maintaining a culture in which bullying is taken seriously and dealt with effectively
- Receives termly updates on bullying incidents, including analysis by characteristics to ensure no group is disproportionately affected

The Headteacher

- Holds overall responsibility for the school's anti-bullying culture and for the consistent implementation of this policy
- Ensures that staff are trained, supported and equipped to prevent and respond to bullying
- Oversees serious or complex cases and ensures that appropriate action is taken
- Reports to the Academy Council on bullying data and trends

Senior Leaders

- Lead by example by modelling the values and behaviour we expect from all members of the school community
- Support staff in identifying, recording and responding to bullying concerns
- Manage formal investigations into bullying, particularly complex or serious cases
- Lead communication with parents and carers through a bullying investigation
- Ensure concerns and outcomes are recorded on CPOMS

All Staff

- Maintain a vigilant, caring presence, noticing changes in pupils well-being and responding to early concerns
- Take all reports of bullying seriously, acting as a first point of contact for any pupil who approaches them
- Follow reporting and recording procedures set out in section 6 of this policy
- Apply the school's values and rules consistently and challenge unkind language and behaviour even where it does not meet the threshold for bullying
- Participate in anti bullying and online safety training as required

Pupils

- Treat every member of our school community with respect and follow our school rules of kind hands, kind feet, kind words and showing our best everyday.

- Report bullying, whether experienced or witnessed, to a trusted adult in school
- Support peers who may be experiencing bullying
- Take responsibility for their own conduct online, including out of school hours

Parents and Carers

- Report concerns of bullying to a member of school staff

We ask that parents do not:

- Attempt to sort the problem out themselves by speaking to the child whom they think may be behaving inappropriately towards their child or by speaking to their parents
- Encourage their child to be 'a bully' back

Both of these will only make the problem much harder to solve.

Reporting Bullying

Pupils should report bullying to a trusted member of school staff

When a report of bullying is made to a member of staff, they should:

- Listen carefully and not minimise, dismiss or make assumptions about a pupil's experience and not promise confidentiality

The following steps will then be taken:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern
- The senior leadership team must be notified immediately so they can review the incident and decide upon an appropriate course of action.
- If the school determines the incident to be an example of bullying, then they will ensure appropriate support is provided to the target of the bullying - making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- Individual meetings will be held with any target of bullying to devise a plan of action which ensures they are made to feel safe and reassured that the bullying is not their fault.
- An appropriate member of staff will interview all parties involved. The Designated Safeguarding Lead (DSL) will be informed of all bullying issues where there are safeguarding concerns such as when there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. A member of SLT will inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.

- Consequences, in line with the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including Early Help or children's social care, if a child is felt to be at risk of significant harm.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken on CPOMS. A safety plan may be completed to support all parties moving forward

Bullying Outside of School

Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means it can impact pupils' well-being beyond the school day. Staff, parents and carers and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Supports

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support. This may include: working and speaking with staff, offering formal counselling, engaging with parents and carers. Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children Social Work Service, or support through the Children and Young People's Service (CYPS). 4.1.1

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support regarding their behaviour or actions. If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school Positive Relationships and Behaviour policy
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Children Social Work Service, or the Children and Young People's Services (CYPS).

Preventing and Tackling Bullying

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children
- Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as children with different family situations, religion, ethnicity, disability, gender, sexuality or appearance related differences.
- Challenge practice and language (including „banter’) which does not uphold the school values of tolerance and respect towards others
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create safe spaces for vulnerable children and young people
- Celebrate success and achievements to promote and build a positive school ethos

Education and Training

The school community will:

- Train all staff, including: teaching staff, support staff (e.g., administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school’s policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week. Provide systematic opportunities to develop pupils’ social and emotional skills, including building their resilience and self-esteem.

Further Support

Further support for all forms of bullying can be found here:

Specialist Organisations

The following organisations provide support for schools and parents dealing with specific bullying issues including the social, mental or emotional affects caused by bullying:

- Childline
- Family Lives
- Kidscape
- MindEd
- NSPCC
- PSHE Association
- Restorative Justice Council
- The Anti-Bullying Alliance
- The Diana Award Victim Support
- Young Carers
- Young Minds

Support for Cyber-Bullying

- Child Net
- Internet Watch Foundation
- Think U Know
- UK Safer Internet Centre
- The UK Council for Child Internet Safety
- Internet Matters
- Digizine
- DfE - Cyberbullying: advice for headteachers and school staff
- DfE - Advice for parents and carers on cyberbullying

Support for Bullying associated with Sexuality

- Barnardo's LGBT Hub
- Metro Charity
- EACH
- Proud Trust
- Schools Out
- Stonewall
- No Outsiders

Support for Bullying associated with Race and Nationality

- Anne Frank Trust
- Kick it Out
- Report it
- Stop Hate
- Tell Mama
- Educate against Hate
- Show Racism the Red Card

Support for Bullying associated with SEND

- Mencap

- Changing Faces
- Anti-bullying Alliance
- SEND programme of resources
- Council for disabled children

Support for sexual and harassment based bullying

- Ending Violence Against Women and Girls (EVAW) A Guide for Schools
- Disrespect No Body
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective antibullying practice in relation to sexual bullying

Monitoring and Review

This policy will be reviewed annually by the Academy Council or sooner if necessary.

Last Review: February 2025

This Review: July 2026