Glenleigh Park Primary Academy and Nursery

"Growth, Perseverance, Positivity, Achievement"

Anti-Bullying Policy

2026-2027

Reviewed: October 2026

Next Review: October 2027

1. Position and values

This Policy will help staff to achieve the vision of the school, which is that the "staff and governors at Glenleigh Park Primary Academy and Nursery ensure all children achieve personal growth, academic growth and character growth. We encourage all children and adults to persevere in their learning, persevere in their relationships and persevere when things get hard. Everyone at Glenleigh Park demonstrates a positive attitude, positive approach to learning and a positive approach to relationships. As we believe these core values will enable every child to achieve their full potential."

This will ensure that the school provides an environment where every child can feel:

- Safe;
- Healthy;
- able to enjoy and achieve;
- able to contribute to future economic well-being; and
- able to make a positive contribution.

To protect the rights of all children to have a safe and secure learning environment Glenleigh Park Primary Academy and Nursery 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 Glenleigh Park Primary Academy and Nursery 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.

2. Links to legislation

There are several statutory obligations on schools regarding behaviour which establish clear responsibilities in responding to bullying, as well as criminal and civil law.

These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011.
- The Equality Act 2010.
- The Children Act 1989.
- Protection from Harassment Act 1997.
- The Malicious Communications Act 1988.
- Public Order Act 1986.
- Keeping children safe in education 2026.

3. Clarification of terms

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated;
- intended to hurt someone either physically or emotionally;
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation (Bullying at school: Bullying – a definition – GOV.UK).

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. Cyber bullying can happen at all times of day and night.

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 bi-phobic 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.

4. Bullying outside school premises

Headteachers have a specific statutory power (The Education and Inspection Act 2006, 2011) to make sure pupils behave outside of school premises. This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre. All incidents of alleged bullying outside of school reported to school staff will be investigated using the same processes as we would in school. The Headteacher will consider whether it is appropriate to notify the police or local authority of action taken against the pupil.

5. Strategies for preventing bullying behaviour

Whole school approach

- Issues surrounding friendships and bullying behaviour are taught through the school's Wellbeing curriculum and Empowerment Approach lessons.
- 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.
- Class charters are written, to ensure all children know the expectations related to everyone having the right to feel safe at school. All staff will monitor behaviour and intervene when it becomes inappropriate, in order to prevent bullying developing. Staff on playground duty will inform class teachers of any incidents**.**

6. Responsibilities of staff

- Attend annual safeguarding training.
- Keep up to date with any CPD relating to bullying.
- Read key policies linked to bullying.
- Factually and accurately log incidences using CPOMs.

7. 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.

8. Allegations of bullying

When an allegation of bullying is made by either a child or parent, school will act in the following way:

- If the parent/carer calls the school office, office staff will take the details and send on to the class teacher and the Senior Leadership Team. The details given will be recorded as the parent/carer describes them. There is no requirement for the office team to ask any questions to gain additional information. The word 'bullying' will only be used if the parent/carer uses this word. This is to ensure clarity for action that is taken subsequently.
- The allegation will be logged on CPOMs and in the bullying log by the member of SLT dealing with the allegation.
- 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 conduct an investigation into the allegations. This may involve speaking to children, watching CCTV and speaking to other members of staff.
- All subsequent communications will be recorded on CPOMs and shared with the SLT including the Safeguarding and Welfare Lead.
- Parents will be informed of the outcome of the investigation using one of the following terms:

    - **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.
    - **False** - there is sufficient evidence to disprove the allegation.
    - **Unsubstantiated** - there is insufficient evidence to either prove or disprove the allegation.
    - **Unfounded** - to reflect cases where there is no evidence or proper basis which supports the allegation being made.

- The outcome and any actions will be logged on CPOMs and on the bullying log.

When the member of the Senior Leadership Team and/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 take into account their responsibilities under the Equalities Act 2010 to consider any SEN of the child(ren) involved in the bullying incident.

9. When bullying is known to have happened or be ongoing

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 will be 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.

- 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.

10. 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 and information report.
- Privacy Notice for pupils, parents and families.
- Wellbeing Policy.