

Palace Fields Anti-Bullying Policy



Key Contact Personnel

Nominated Member of Leadership Staff Responsible for the policy:
J Roberts – Deputy Headteacher

Designated Safeguarding Lead: G Hitchin – Headteacher

Deputy Safeguarding Leads: V Hughes – Family Support Worker; J
Roberts – Deputy Headteacher

Named Governor with lead responsibility: L Klopp

Date written: July 2026

Date agreed and ratified by Governing Body: Sept 2026

Date reviewed:

Date of next review: Sept 2027

Introduction

At Palace Fields Primary School, we aim to provide a supportive, caring, and friendly environment which allows all our pupils to succeed. We aim to ensure that all our children and families feel a sense of belonging in our community. We expect our pupils to act safely, and feel safe, in and outside of school – we do not tolerate any form of bullying and we are committed to preventing and tackling it.

We recognise that as children learn and grow together, they may experience fallouts with their peers, but we are committed to supporting our pupils to resolve these 'relational conflicts' and stop them from progressing to bullying behaviours. If an incident of bullying does occur, we believe our pupils, parents/carers and staff should feel confident in reporting it and know that all incidents will be dealt with promptly and effectively. Bullying will never be tolerated at our school.

At Palace Fields Primary School we encourage open discussions around differences between people, we actively challenge prejudice, and we celebrate diversity. We adopt a contextual safeguarding, trauma-informed and strengths-based approach to bullying and child-on-child abuse, and we are committed to working with families and outside agencies where appropriate.

Policy Development

This policy has been developed to reflect the most recent Keeping Children Safe in Education (KCSiE) Statutory Guidance (1st September 2025) and was formulated in consultation with the school community. We ask various external providers to support with our Anti-Bullying provision as appropriate.

This policy is available:

- On the school website
- From the school office
- A child-friendly version is displayed around school

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- SEND Policy
- Safeguarding Policy

There are several pieces of legislation which set out measures and actions for schools in response 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
- SVSH between children in schools and colleges 2021

This policy is reviewed and evaluated throughout the academic year. It is updated annually.

Roles and Responsibilities

All staff at our school are aware that children may bully other children, and that this can happen both inside and outside of school, and online. All staff understand the school's Anti-Bullying strategy and approach and know the important role that they each have in preventing and tackling bullying.

The Headteacher (Miss G Hitchin) has overall responsibility for the policy and its implementation. They are responsible for liaising with the Governing body, parents/carers, the trust, the local authority and outside

agencies when appropriate. The behavioral lead (Mr J Roberts) is responsible for:

Policy development

- Implementing the policy and monitoring and assessing its effectiveness
- Managing the reporting and recording of bullying incidents
- Coordinating Anti-Bullying training and support for staff and parents/carers where appropriate
- Monitoring the effectiveness of strategies for preventing bullying behaviour

The Designated Safeguarding Lead (DSL) in our school is: Miss G Hitchin. The Deputy DSLs are: Mrs V Hughes and Mr J Roberts. Safeguarding is the responsibility of all, however all staff, parents/carers and pupils need to be aware of who to report to and how to report any safeguarding concerns.

What is bullying and what does it look like?

At Palace Fields Primary School we have adopted the definition of bullying provided by the Anti Bullying Alliance: "Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal, or psychological. It can happen face to face or online." Children understand this as "several times on purpose".

We recognise that bullying can take many forms and can affect any child. It is often motivated by prejudice against particular groups linked to their protected characteristics. Bullying can be motivated by actual differences between children, or perceived differences.

However, we also recognise that incidents may occur between pupils, which may not be deemed as 'bullying' but still require support or intervention from trusted adults. These incidents may be referred to as 'relational conflicts' or falling out.

Our school will challenge, address, and monitor any incidents of bullying, to ensure that it does not continue and that all pupils feel supported.

What does bullying behaviour look like?

Bullying behaviour may include, but is not limited to:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal – name calling, sarcasm, spreading rumours, threats, teasing, belittling
- Emotional – isolating others, tormenting, hiding books/belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, and coercion
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online / Cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion etc.
- Prejudice-related – derogatory and discriminatory language and behaviour

There is no hierarchy of bullying, all forms of bullying are taken equally seriously and will be dealt with appropriately.

Where does bullying take place?

At Palace Fields Primary School we understand that bullying is not confined to the school premises. Bullying can take place outside of school, on the journey to and from school and in the local community. Bullying may also take place online.

We will offer support and guidance to pupils, parents/carers and families who have experienced any type of bullying whether this has taken place inside school, outside of school or online. We are committed to working with outside agencies where appropriate to prevent and tackle all forms of bullying.

How to report bullying concerns

At Palace Fields Primary School, we want pupils, parents/carers, staff, and visitors to confidently report bullying and know that their concerns will be taken seriously.

Reporting in the first instance is conducted with class teachers. If concerns continue, report to one for the school DSLs.

We remain committed to supporting and safeguarding all children involved including the target, the alleged perpetrator, any bystanders/witnesses to the bullying behaviour and the wider school community.

How our staff will respond to reports of bullying

At Palace Fields Primary School all reports of bullying or reported concerns of bullying behaviours will be taken seriously and investigated immediately.

Responses may include:

- Talking to all pupils involved
- Talking to parents/carers
- Implementing consequences in line with the positive relationships (behaviour) policy
- Working with external agencies where appropriate
- Providing restorative and pastoral support
- Ensuring to communicate next steps to all parties
- Monitoring situations to ensure bullying has stopped
- Implementing risk assessments from DSL and external agencies where appropriate

Zero-tolerance Approach to Sexual Harassment and Sexual Violence

The school will ensure that all incidents of sexual harassment and/or violence are taken extremely seriously and fully investigated, including parents and external agencies if appropriate. Pupils are encouraged to

report anything that makes them uncomfortable, no matter how small they feel it might be.

The school's response will be:

- Proportionate, considered and supportive
- Decided on a case-by-case basis

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to manage the incident internally, refer to early help, refer to children's social care and/or report to the police

Strategies for preventing bullying

At Palace Fields Primary School, we are committed to the safety and welfare of our pupils.

Strategies include:

- Promoting diversity and inclusion through the curriculum
- Robust PS(S)HE curriculum/PATHs curriculum
- Taking part in Anti-Bullying Week annually
- Online safety and cyberbullying education
- Pupil voice opportunities
- Pastoral support
- Staff training and development
- Visits from external agencies such as NSPCC
- Being a proud member of the Diana Award.

Review

This policy is reviewed and evaluated throughout the academic year. It is updated annually.

Date approved by the Governing Body:

Date to be reviewed: