



Hawkesley Church Primary

Anti-Bullying Policy

“Let your light shine” Matthew 5:16

Rationale

At Hawkesley Church Primary Academy we believe that bullying, including cyber bullying, homophobic bullying, biphobic bullying, transphobic bullying (along with anything that violates the Equality Act) is unacceptable.

We believe every child has the right to feel safe, valued, respected and a true sense of belonging. We celebrate the diversity of our community and are committed to ensuring that no child experiences exclusion, prejudice, discrimination or identity-based harm. Through our restorative and trauma-informed approach, we seek to build a culture where children feel seen, heard, included and loved, and where all forms of bullying are challenged and addressed.

We believe that:

- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

Definition

Our school definition of bullying is as follows:

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

The children at Hawkesley understand bullying as something that causes harm to others **‘Several Times On Purpose’**. They know that if someone is being bullied, we **‘Start Telling Other People’**. We use the acronym **S.T.O.P** to help children remember both the definition of bullying and our response to it.

Bullying is not:

- An isolated act of unkindness.
- A fall out between friends.
- A misunderstanding or unintentional actions that cause upset.
- A clash of personalities.

Bullying can be, but not limited to:

- Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Racist: racial taunts, graffiti, gestures.
- Sexual: Unwanted physical contact or sexually abusive comments.
- Homophobic: because of or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable.
- Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- Cyber: All areas of the internet, such as email and internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.
- Prejudice-based: Behaviour motivated by prejudice based on an individual’s actual or perceived identity, it can be based on characteristics unique to a child or a young person’s identity or circumstance.
- Discriminatory bullying: repeated behaviour, prejudice or identity-based harm that violates the Equality Act 2010.
- Identity-Based Harm: Behaviour targeting a child because of their race, ethnicity, religion or belief, disability, sex, gender, sexual orientation, family background or any other protected characteristic.

Aims and Objectives

The aims of our anti-bullying policy are:

- To assist in creating an ethos in which attending Hawkesley Church Primary Academy is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable at Hawkesley
- To enable everyone to feel safe while at Hawkesley and encourage pupils/children/young people to report incidents of bullying
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents and other appropriate members of the school community
- To ensure all members of our community feel responsible for helping to reduce bullying.

The objectives of our anti-bullying policy are:

- To ensure our whole community can evidence ownership of the school antibullying policy
- To maintain and develop effective listening systems for children, young people and staff within Hawkesley Church Primary Academy
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider school community effectively on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole school/setting and for all members of our community to role-model this in all situations.

Practice and Procedures

While bullying behaviour is never acceptable, the school recognises that some children may require additional support to understand and regulate their behaviour. Responses will be restorative, trauma-informed and proportionate, whilst ensuring the safety and wellbeing of all children.

What we do to prevent bullying:

Preventing bullying is an important part of The Hawkesley Way. We are a family that looks after one another, notices when others are struggling and ensures that no child feels invisible, excluded or left out.

We are committed to creating a culture of belonging where every child feels safe, valued and included. Children are taught that "Everyone belongs at Hawkesley" and that "We don't use words that hurt people's identity." Through our curriculum, collective worship, PSHE lessons and daily interactions, pupils learn to celebrate diversity, challenge prejudice and show respect for others.

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. They must be supportive of each other, provide positive role models, convey a clear understanding that we disapprove of unacceptable behaviour, be clear that we all follow the ground-rules of Hawkesley and support each other in the implementation of this policy.

- All members of the school community are expected to report incidents of bullying
- All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being
- They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school/setting policy.
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere.
- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, school council, PSHE etc.
- Challenge discriminatory language immediately.
- Address prejudice-based behaviour and identity-based harm consistently.

- Promote inclusion, belonging and respect for diversity using the Hawkesley Shared Language for Belonging.
- Through the headteacher/senior staff member, keep the Local Academy Board well informed regarding issues concerning behaviour management.
- Provide a key staff member who is responsible for the monitoring of the policy.
- Record all incidents of bullying, discriminatory behaviour and identity-based harm on CPOMS. Records will include actions taken, parental communication, outcomes and any ongoing support.

Local Academy Board (LAB) Members have a duty to:

- Be fully informed on matters concerning anti-bullying.
- Be aware of the effectiveness of this policy.
- Have a named LAB member who provides strategic support with anti-bullying within the leadership of the school.

Through the development and implementation of this policy, Hawkesley Church Primary Academy trusts that all children, young people, parents/carers and staff will:

- Feel confident that everything is being done to make Hawkesley Church Primary Academy a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place
- Record all incidents using the agreed school system
- Ensure that a senior member of staff conducts an investigation and updates the record as necessary with any follow up action
- Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with
- All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an Incident:

Whenever a bullying incident is discovered, the school/setting will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

Incidents will be investigated using a restorative approach which seeks to understand what happened, who has been affected and how harm can be repaired. Restorative discussions will never minimise or excuse bullying, prejudice or

discrimination but will support children to understand impact, rebuild relationships and restore a sense of belonging where appropriate.

School expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken
- Discussing strategies for making amends ii) Measures will be in line with the school's behaviour policy, and may include:
 - Explanation why the inappropriate behaviour is unacceptable
 - Reparation of damaged relationships
 - Time away from an activity
 - Meeting with staff, parent and child
 - Missing another activity
 - Time out from the classroom
 - Pastoral Support
 - Considering fixed term exclusion or permanent exclusion as a last resort.
(Safeguarding procedures will be followed when child protection concerns arise.)

Staff will use the Hawkesley Shared Language for Belonging when discussing incidents of bullying, supporting pupils who have been harmed and helping children repair relationships.

Consequences and Follow Up Actions

Where bullying occurs, actions may include (but are not limited to):

- Restorative conversations.
- Reflection time.
- Parent partnership meetings.
- Senior Leadership Team involvement.
- Behaviour plans.
- Lunch Club provision where appropriate.
- Internal suspension.
- Fixed-term suspension.

- Permanent exclusion as a last resort.

These should be applied in accordance with the school's Behaviour Policy.

Member of staff in charge: Headteacher

Policy Updated: September 2026

Agreed by Local Academy Board Members: October 2026

Review Date: September 2028