

LONGFORD PARK PRIMARY SCHOOL



'Working together, Learning forever'

Anti-Bullying Policy

November 2025

Written and reviewed by	J.Goode
Chair of Governors	
Review Date	Autumn 2026

Safeguarding

At Longford Park Primary School, safeguarding and child protection is paramount and we are fully committed to ensuring the welfare and safety of all our children. We believe that safeguarding is the responsibility of all the adults in the school community. We believe that pupils have a right to learn in a supportive, caring and safe environment that includes the right to protection from all

types of abuse including bullying. All school staff are vigilant for signs of any pupil in distress and are confident about applying the processes to avert and alleviate any such problems. If any behaviour is a concern in relation to safeguarding Longford Park Primary School procedures and processes will be followed at all times in accordance with the Child Protection Policy. Any concerns will be referred to the Designated Safeguarding team, these people are identified on the noticeboard in the staffroom and on the website.

We believe people flourish when their personal, social and emotional needs are met. Our strong pastoral provision is designed to support children to understand the emotions and behaviour of themselves and the people around them. We want children to be able to regulate their feelings and resolve problems and conflicts with compassion and respect. By learning the value of, and showing respect for, the rules and routines of our Longford Park Primary School community, our children are prepared to make positive contributions to the wider communities to which they belong.

Our curriculum is designed to teach children how to find be happy, curious and independent and to have the confidence to become life-long learners with ambition and resilience. It is important everyone respects the learning environment to ensure that everyone's potential is realised. We have high expectations of all our children and want to encourage our children to set high aspirations for themselves. Our positive approach helps children to celebrate who they are, feel successful and learn to love and appreciate themselves.

Our values underpin our vision. They are used to promote positive behaviour and to highlight actions which are unacceptable. They follow our reach for the STARS ethos: **S**upportive, **T**rust, **A**spire, **R**espect, **S**elf-esteem

Objectives of this Policy

- To promote our vision where everyone is treated with dignity and respect
- To ensure there is a shared understanding of what behaviours are unacceptable
- To empower all members of the school community to tackle concerning behaviours together by following procedures outlined in this policy

Definition of Bullying and Child-on-Child Abuse

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual physically or emotionally. Bullying is recognised as a form of child-on-child abuse and must never be tolerated or passed off as 'banter' or 'part of growing up'.
- Bullying can take many forms including physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Longford Park Primary School recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised as a form of child-on-child abuse. Abuse is abuse and should never be tolerated or passed off as 'banter' or 'part of growing up'. This includes physical harm, emotional harm, sexual harassment, sexual violence, and online abuse. The school will follow statutory guidance in **Keeping Children Safe in Education (2025)** and the **Child Protection Policy** when responding to such incidents.

We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place

Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including, but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as 'online bullying' or 'cyberbullying'
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - o Bullying related to race, religion, faith and belief and for those without faith
 - o Bullying related to ethnicity, nationality or culture
 - o Bullying related to Special Educational Needs or Disability (SEND)
 - o Bullying related to sexual orientation (homophobic/biphobic bullying) or Gender based bullying, including transphobic bullying
 - o Bullying against teenage parents (pregnancy and maternity under the Equality Act).

Responding to Bullying Concerns

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- Where bullying is suspected or reported, a member of staff will use CPOMs to document the incident informing The Senior Leadership Team, key pastoral staff and escalating to DSLs. In the case of Longford Park, this is the Headteacher. In the absence of DSL the DDSL's will act appropriately and consult with the Deputy Headteacher.
- The school will speak with and inform other staff members, where appropriate ensuring they are aware of issues and can monitor behaviours of the perpetrator and victim.
- The Headteacher, Designated Safeguarding Leads (DSL) or another appropriate member of leadership staff will interview all parties involved.
- The Thrive and Well-being team will provide appropriate support for all involved. The person being bullied – making sure they are not at risk of immediate harm. The perpetrator- educating them about the consequences of their actions and exploring what motivated them to occur. Bystanders- understanding the impact of doing nothing and the power of courageous advocacy.
- 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.
- Bullying, racism, homophobia, and other prejudiced behaviours are subject to the school's Zero Tolerance approach and will be referred to SLT immediately. Sanctions will follow the stepped approach outlined in the Behaviour Policy, including restorative conversations, 'Minutes Owed', and parental involvement. Fixed-term or permanent exclusions may apply for serious or repeated incidents.
- If necessary, other agencies may be consulted or involved, for example the police, Early Help, Time for You
- Where the bullying of pupils, or bullying by pupils, takes place off school site or outside of normal school hours (including cyberbullying/online bullying), the school will ensure that the concern is fully investigated and responded to in line with this policy, the school's Online Safety Policy and the school behaviour policy. Measures for cyberbullying prevention (e.g. filtering, monitoring, education) will be given to support pupils and parents to upskill them.

Victim Support:

- Immediate safety checks to ensure the victim is not at risk of harm.
- Access to Thrive and Well-being team for emotional support.
- Referral to counselling or external agencies where appropriate.
- Regular check-ins and monitoring of the victim's well-being.
- Risk assessments and safety planning for ongoing protection.

Preventing Bullying

We will work with all members of our school community to:

- 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 (peer on peer abuse).
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Promote open discussions acknowledging how slurs and actions can quickly result in people feeling hurt and bullied.
- Openly discuss the differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold our school values.
- 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-based and discriminatory bullying.

Staff Training:

All staff will receive annual training on recognising and responding to bullying and child-on-child abuse, including updates on KCSiE guidance and safeguarding procedures.

HELP ORGANISATIONS:

Our Thrive and Well-being team is available to work with all members of our school community. Bullying and worrying about children's well-being affects all members of the family. No one should feel alone. We are here to help and provide signposts to professional organisations.

Mrs Jen Goode - Headteacher and DSL

Miss Natasha Lloyd - Deputy Headteacher

Mrs Nicky Evans – Thrive & Well-Being Champion and DDSL

Mrs Gayle Grant - Thrive & Well-Being Champion and DDSL

Miss Lisa Dorman - SENCO

<https://www.bbc.co.uk/programmes/articles/5Ffpz77jVbLvjsFj9GvKd8l/information-and-supportbullying>

BullyingUK	0808 800 222 https://www.familylives.org.uk/
Childline	0800 1111 https://www.childline.org.uk/
Place2BE	020 7923 5500 https://www.place2be.org.uk/
Kidscape	02078235430 https://www.kidscape.org.uk/