



## Glenfall Community Primary School

# Anti-Bullying and Anti-Hate Policy

This policy should be read in conjunction with:

- Admissions Policy
- Safeguarding Policy
- Behaviour Policy
- Early Help Offer
- Disability Discrimination Act (Equal Opportunities)
- First Aid Policy
- SEN Policy
- Equality-Diversity-Inclusion Policy
- Keeping Children Safe in Education, September 2024

Policy review:

Policy approval	Full Governing Body
Date approved	May 2026
Frequency of review	Annual
Date of next review	May 2027

Document History

Version	Issue date	Summary of changes
0.1	Feb 2023	Revised policy changed to new format
0.2	Feb 2023	Total revamp of policy to include cyberbullying
0.3	15 Feb 2023	Glenfall Staff consulted on policy
1.0	2 March 2023	Full Governing Body approved

1.1	May 24	Link added to KCSiE 23
1.2	May 24	Policy review and approval
1.3	May 25	Policy reviewed & Approved
1.4	May 26	Updated in line with KCSIE 2025

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## 1. Introduction

Glenfall Community Primary School is committed to providing a **safe, inclusive and respectful environment** where all members of the school community can learn and work free from bullying, harassment, and hate-related behaviour.

This policy is informed by and complies with:

- **DfE: Preventing and Tackling Bullying (July 2017)**
- **Keeping Children Safe in Education (KCSIE) 2025**
- **Working Together to Safeguard Children**

This policy forms part of the school's **safeguarding framework** and should be read alongside:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Equality and SEND policies

Bullying and hate-related behaviour are **safeguarding concerns**. All allegations are taken seriously and addressed in line with safeguarding procedures.

This policy applies to:

- **Peer-on-peer (child-on-child) abuse**
- Bullying involving adults within the school community

## 2. Aims of the Policy

This policy aims to:

- Foster a **culture of respect, kindness and inclusion**

- Prevent bullying and hate-related behaviour through **education, early identification and intervention**
- Ensure bullying incidents are **reported, recorded, monitored and responded to effectively**
- Support pupils who experience bullying and those who display bullying behaviour
- Ensure pupils feel **safe, listened to and supported**
- Work in partnership with parents/carers and external agencies
- Uphold **Fundamental British Values**
- Meet statutory safeguarding requirements under **KCSIE 2025**

### 3. Definitions

#### Bullying

The DfE defines bullying as:

*"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual physically or emotionally."*

Bullying may be:

- **Physical** – hitting, kicking, pushing
- **Verbal** – name-calling, insults, threats
- **Social/relational** – exclusion, spreading rumours
- **Online (cyberbullying)** – harmful behaviour using technology

#### Hate Incidents and Hate Crime

A **hate incident** is:

*Any incident perceived by the victim or another person as being motivated by hostility or prejudice.*

Where a criminal offence is committed, this becomes a **hate crime** and will be **reported to the police**.

### 4. Peer-on-Peer Abuse (KCSIE 2025)

In line with KCSIE 2025, the school recognises that **peer-on-peer abuse** can occur and can include:

- Bullying (including cyberbullying)
- Harassment or hate-based behaviour
- Physical abuse
- Sexual harassment or violence

- Upskirting or sharing of sexual images (including online)
- All peer-on-peer abuse is treated as a **safeguarding concern** and managed in accordance with the Safeguarding and Child Protection Policy.

Victims are **never blamed** for abuse.

## 5. Bullying Outside the School Premises

Under the **Education and Inspections Act 2006**, the school may take action where bullying outside school:

- Poses a safeguarding risk
- Impacts on the wellbeing of pupils
- Brings the school into disrepute

Serious or potentially criminal behaviour will be referred to **appropriate external agencies**, including the police.

## 6. Forms of Bullying and Hate

This policy covers bullying or hate related to:

- Race, ethnicity, religion or culture
- Disability or SEND
- Gender or sexual orientation
- Physical or mental health needs
- Family circumstances, including children in care or young carers
- Use of technology (cyberbullying)

## 7. Cyberbullying and Online Safety

Cyberbullying is taken seriously and includes:

- Threatening or abusive online messages
- Sharing harmful or embarrassing images or videos
- Online exclusion or impersonation
- Encouraging self-harm
- Hate-based online content

The school will:

- Educate pupils on **safe and responsible online behaviour**
- Investigate incidents in line with safeguarding procedures
- Work with parents/carers and external agencies where required

## 8. Preventing and Responding to Bullying and Hate

The school will:

- Promote a **whole-school safeguarding culture**
- Teach pupils social, emotional and digital resilience skills
- Ensure **effective reporting systems** are available to pupils
- Respond promptly, proportionately and consistently
- Record incidents and analyse patterns
- Train all staff on safeguarding, bullying and peer-on-peer abuse
- Use restorative and supportive approaches where appropriate
- Celebrate positive behaviour and achievements

## 9. Pupil Voice and Support

Pupils will:

- Be taught what bullying is and how to report it
- Have access to trusted adults
- Be involved in anti-bullying activities and school council work
- Receive support if affected by bullying or involved in bullying behaviour

## 10. Working with Parents and Carers

The school will:

- Share clear information about reporting bullying
- Respond to concerns sensitively and promptly
- Signpost parents/carers to external support where appropriate
- Expect parents/carers to support positive behaviour online and offline

## 11. Legislation and Statutory Guidance

This policy reflects:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Computer Misuse Act 1990
- **Keeping Children Safe in Education 2025**

## 12. Roles and Responsibilities

- **Governing Body** – ensures policy compliance and monitoring
- **Headteacher and SLT** – implementation and reporting

- **All staff** – safeguarding responsibility and policy adherence
- **Parents/carers** – partnership with the school
- **Pupils** – expected to follow the policy

Bullying data and safeguarding outcomes will be reported to governors and used to inform school improvement planning.