ANTI- BULLYING Policy

HYDE PARK SCHOOLS

Approved by: Executive Head Teacher Ben Norris

October 2026

Last reviewed on:

October 2026

Next review due by:

October 2027

At Hyde Park Schools we are inclusive, confident and enterprising learners who are brave, curious, optimistic and kind. We are ready to embrace the future. To this end, the schools aim to provide an environment that promotes equality and is free from all forms of bullying.

This policy is to be read in conjunction with other policies and procedures including our Relationship and Behaviour Policy, SEND Policy, Complaints Policy, Safeguarding and Child Protection Policy, Online Safety, and Mobile Phone Policy.

What is Bullying?

Bullying is **unacceptable** at our school and will never be tolerated.

• **Shared Definition (S.T.O.P.):** Bullying is defined as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It is Several Times On Purpose (S.T.O.P.). The imbalance of power could be physical, psychological, intellectual,
or derive from having the support of a group.

• **Forms of Bullying**: Bullying can take many forms, including physical, verbal, written, psychological, and cyber.

• **Prejudice-Motivated Bullying**: Bullying is often motivated by prejudice against particular groups, for example, on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. All prejudice-based incidents will be treated as serious and logged as such.

• **What is NOT Bullying**: The rough and tumble of children's natural play, falling in and out of friendships, or one-off incidents of pushing/shoving may be aggressive, but this behaviour does not involve the repetitive, wilful, conscious desire to hurt that is characteristic of bullying.

We recognise that bullying can seriously damage a child's sense of self-worth and impact their learning and development.

Prevention: Our Whole-School Approach

We seek to promote an open and honest anti-bullying ethos which secures whole school community support for our anti-bullying policy.

Strategy	Action	Link to Ethos
Culture & Ethos	Staff will actively demonstrate positive behaviour and set a	**Mutual Respect & Kindness**

	positive context for antibullying work.	
Curriculum	Pupils are supported through our PHSRE (Personal, Social, Health, Relationships and Economic Education) lessons to talk about their emotions and build empathy.	Cooperation & Collaboration
Proactive Education	We use opportunities such as school assemblies throughout the year to continually promote positive behaviours and raise awareness of the negative consequences of bullying. We explicitly teach pupils the Bystander role: informing an adult if they see someone being bullied.	Individual Liberty & Problem-solving
Professional Development	We will ensure opportunities are provided for our staff to develop their knowledge and approach to bullying and encouraging an anti bullying ethos through appropriate training.	Excellence & Continuous Improvement

Actions Following an Allegation (Intervention)

Following an allegation, the member of staff receiving it will report it to the year team leader, who will carry out an investigation.

1. Investigation & Recording: The investigation will include talking to children and adults involved or who were witnesses and observing the children's behaviour. The allegation and outcome will be recorded. A decision will be made as to whether the behaviour is bullying or other inappropriate behaviour.

2. Notification: If the behaviour is deemed to be bullying, the Head of School will be informed, and the parents/carers of both the victim and the pupil whose behaviour has been identified as bullying will be informed.

3. Restorative Intervention (Changing Behaviour): Where bullying is substantiated, our primary focus is on repairing the harm and changing the behaviour through a restorative approach.

- o The aggressor is encouraged to see the victim's point of view.
- o The aggressor is sanctioned appropriately (e.g., loss of playtime/lunchtime, exclusion from certain areas) but the reason for the sanction is clearly explained. Sanctions are not punitive but aim to teach responsibility.

4. Support for the Victim: Victims are offered immediate reassurance, continuous support/counselling, and safe spaces. Peer support, such as a Playground Buddy or a trusted adult, will be offered to aid in restoring self-esteem and confidence.

Guidance for Pupils

If you are being bullied:

- • Telling is not "Telling Tales": Talk to an adult in school that you trust. You aren't doing anything wrong—the bully is. What you say will be taken seriously and passed to your class teacher or Head of School.
- • Take a Friend: Take a friend with you if it helps.
- • Find Safety: If you need somewhere safe, there will be a place for you to go while the problem is being resolved.

If you see someone being bullied:

- • Inform an Adult: Immediately inform an adult. Your silence is the bully's greatest weapon. You aren't doing anything wrong—they are.

Guidance for Parents

- • Reporting: Arrange to speak to your child's class teacher as the first point of contact. Be sure of your facts and talk over the problem with the teacher.
- • Openness: Don't let your child talk you out of contacting us; open communication is vital to solving the problem.
- • Partnership: We will work with you promptly, whether your child is the pupil being bullied or the one whose behaviour is being investigated. We encourage parents to help their child understand the consequences of their actions and develop assertiveness skills in partnership with the school.

Monitoring and Review

The Head of School will maintain an incident log to monitor all reports of bullying. This

data will be reviewed termly to identify patterns, recurring "hot spots," and ensure the policy remains responsive and effective. The data will inform future staff training, supervision strategies, and preventative measures.

Our Safeguarding Team:

o Mr B. Norris – Executive Headteacher & Designated Safeguarding Lead
o Mr M. Dellow – Head of School (Juniors) & Deputy Designated Safeguarding Lead
o Mrs. E. Foster - Head of School (Infants) & Deputy Designated Safeguarding Lead
o Mrs J. Hussey– SENCO & Deputy Designated Safeguarding Lead

The policy is due for its next review in October 2027.