



Anti-Bullying Policy

Adopted by the Governing Body: 15.06.2026

Due for review: 15.06.2027

Parley First School Anti-Bullying Policy

1. Statement of Intent

At Parley First School, we are committed to providing a safe, inclusive and nurturing environment where every child feels valued and respected. We do not tolerate bullying in any form. This policy sets out clearly for parents and carers how we prevent, identify and respond to bullying.

2. Definition of Bullying

In line with guidance from the Anti-Bullying Alliance and the Department for Education (DfE), bullying is behaviour that is repeated, intended to hurt someone physically or emotionally, and involves an imbalance of power.

Bullying can include physical, verbal, relational (social), and cyberbullying, and may be motivated by prejudice including SEND, race, religion, gender or other protected characteristics.”

3. Statutory Framework and Guidance

This policy reflects the following statutory guidance and legislation:

- DfE ‘Preventing and Tackling Bullying’ (2017)
- Education and Inspections Act 2006 (Section 89)
- Equality Act 2010
- Keeping Children Safe in Education (September 2025)
- Education Act 2002 (Section 175)

These frameworks require schools to take bullying seriously, act to prevent it and respond effectively when it occurs.

4. Leadership and Responsibilities

Anti-Bullying Lead: Deputy Headteacher

Designated Safeguarding Lead (DSL): Headteacher

The Anti-Bullying Lead works closely with the DSL to ensure that all bullying concerns are considered within a safeguarding context. Where appropriate, incidents of bullying will be treated as safeguarding concerns and responded to in line with the school's Child Protection Policy.

5. Preventing Bullying

Our approach reflects Anti-Bullying Alliance and DfE guidance, focusing on whole-school prevention. This includes a therapeutic, relational behaviour approach, PSHE/RSHE teaching, assemblies, pupil voice and strong staff relationships.

Our curriculum coverage also ensures that Bullying is highlighted providing children with strategies to prevent and report it. Staff have annual training

to identify bullying. Regular meetings are held with the children's group to gain views and ensure pupil voice is heard.

6. Reporting Concerns

Pupils and parents are encouraged to report any concerns to a trusted adult. Concerns can be shared with class teachers, school leaders or via the school office. All reports of bullying will be taken seriously and thoroughly investigated. We promote a culture where everyone feels safe, listened to and confident that concerns will be addressed promptly and appropriately.

7. Recording and Monitoring

All incidents of bullying, concerns or patterns of behaviour will be recorded on Arbor. This ensures that incidents are logged, tracked and monitored effectively over time. School leaders regularly review Arbor records to identify patterns, support pupils and inform preventative actions. This is also reported to the Local Governing Body on a termly basis.

8. Responding to Bullying

Our response is prompt, proportionate and supportive.

We aim to address concerns of bullying on a same day basis. Any individual feedback to parents will be given either by telephone or through email.

Step 1: Immediate support.

Step 2: Investigation.

Step 3: Action (restorative work, consequences, parental involvement).

Step 4: Follow-up and monitoring.

9. Supporting Pupils

We support both the child experiencing bullying and the child displaying bullying behaviours through pastoral and therapeutic strategies and partnership with families.

We do also recognise that pupils identified as having SEND needs will need additional support particularly those with communication and interaction

difficulties. This will be supported by the specialist teacher and the POD team.

10. Working with Parents

We work in partnership with parents and carers and communicate clearly. We ask families to raise concerns with the school rather than approaching other pupils directly.

Parents can follow the school complaints procedure if concerns remain

11. Monitoring and Review

All incidents are recorded and monitored. Patterns are reviewed to inform prevention strategies and improve practice.

12. Key Message

Bullying is not accepted at Parley First School. We are committed to ensuring all children feel safe, supported and respected.