Anti Bullying Policy

The Park Community School

Policy Lead:	Assistant Headteacher/DSL
Date Approved by the Local Governing Body:	July 2026
Chair of the Local Governing Body:	
Review Period:	Annual
Next Review Date:	June 2027

Table of Contents

1. Principle: A definition of bullying for our school – What is bullying? 2
2. The Purposes of the Anti-Bullying Policy 4
3. Practice 5
4. What the School will do: 7
5. Support for the individuals involved 11
6. Bullying outside of school premises 12
7. Evaluating our guidance 13
8. References 13
9. Appendix A- Student Guide 14
10. Appendix B- Student Guide Flow Chart 15
11. Appendix C - Letters 16

1. Principle: A definition of bullying for our school – What is bullying?

The Park Community School uses the **Anti-Bullying Alliance (ABA)** definition of bullying which describes bullying as:

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Bullying is therefore behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. **DfE - preventing and tackling Bullying - July 2017**

However, if two students have an occasional fight or quarrel, particularly if of equal power or strength, this is not bullying but a type of inappropriate and unacceptable behaviour that will be dealt with as outlined in the school's **Behaviour Policy**.

We recognise that:

- Bullying can be a **safeguarding concern**
- Some behaviours may meet the threshold for **child-on-child abuse**
- Harmful behaviour must never be dismissed as "banter" or "part of growing up"
- Where behaviour meets safeguarding thresholds, it will be addressed in line with the **Child Protection and Safeguarding Policy**.

Acts motivated by racism, homophobia, transphobia or other forms of prejudice which may be considered as hate incidents or crimes will be considered as particular forms of bullying and will be dealt with and recorded according to guidance from Devon County Council.

It is essential that all staff understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are actually abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal

and not coming forward to report it.

Child-on-Child Abuse

The school recognises that bullying may overlap with child-on-child abuse, including:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
- abuse in intimate personal relationships between peers;
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse);
- sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence);
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse; causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;
- consensual and non-consensual sharing of nude and semi-nude images and/or videos13 (also known as sexting or youth produced sexual imagery);
- upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; and
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

All such behaviours will be treated seriously and escalated appropriately in line with **KCSIE (2025).**

2. The Purposes of the Anti-Bullying Policy

A policy to prevent harm and promote safety

Our ethos is centred on ensuring all members of the school community feel safe, respected, and able to achieve.

This policy aims to:

- Prevent and reduce incidents of bullying
- Provide a clear framework for response
- Support all individuals involved
- Ensure confidence in reporting and responding

The aims of the school within this policy are to uphold our school core values by:

- Providing a happy and caring environment in which to learn and work where everyone in the school community is valued and feels safe.
- Encouraging everyone in the school to treat each other with respect courtesy and consideration
- Ensuring that students develop social skills and attitudes relevant to their future adult lives and are helped to understand the consequences of their actions.
- Ensuring that everyone is protected from deliberate attempts to harm or distress them and that each individual feels able to turn to others for support when it is needed.
- Ensure all students are fully aware and confident of where they can report any incidents of bullying.

We are committed to **working in partnership with parents/carers** to support positive outcomes.

3. Practice

Awareness raising through the Curriculum

Students are supported through:

- PSHEE and Relationships Education
- Assemblies and tutor programmes such as Wider World
- Peer mentoring
- Student voice activities

Staff actively supervise identified areas and respond to emerging concerns.

Parents / carers and students are informed about the school's procedures for dealing with bullying through the school induction programme or when they enrol at the school.

The school will undertake regular opportunities to gather student voice and perceptions of bullying within the school to initiate and support any necessary changes.

Safeguarding and Contextual Approach
The school takes a **contextual safeguarding approach** and recognises that bullying may reflect wider risks, including:

- Exploitation (criminal or sexual)
- Peer group influence
- Online harm
- Community-based risks
- Where appropriate, the school may:
- Initiate **Early Help support**
- Refer to **MASH**
- Work with external agencies
- This may occur **with or without parental consent** where necessary to safeguard a child.

Application of Policy

This policy applies to any student, school employee, contractor, visitor or volunteer who engages in conduct that constitutes bullying or retaliation. All have the responsibility to comply with this policy.

This policy applies to bullying that:

1. Takes place at school or on school grounds, meaning: a school building; property on which a school building or facility is located; and property that is owned, leased or used by a school for a school-sponsored activity, function, programme, instruction or training. —School grounds also includes school-related transportation vehicles.

2. Takes place whilst students are being transported to or from school or school-sponsored events

3. Takes place elsewhere or through the use of technology, **but only if the bullying also infringes on the rights of the student at school as set out in this policy's definition of bullying. Schools will offer support to parents/carers on how to engage their child responsibly online. Mediation and disciplinary procedures may be used. However, cyberbullying and the use of threatening or abusive comments towards another child, we will advise parents/carers to contact police.**

4. Takes place whilst a student is representing the school, in uniform on the way to or from school.

The Park Community School supports targets of bullying and, when necessary, will work with the Police to detect those involved in criminal acts and share information.

The Park Community School will use, as appropriate, the full range of sanctions to correct, sanction or remove students who bully fellow students or harass staff in this way.

The Park Community School will use its power of confiscation where necessary to prevent students from committing crimes or misusing equipment.

All members of the School community are aware they have a duty to bring to the attention of their Head of Year, or any member of staff, any example of bullying or harassment that they know about or suspect.

4. What the School will do:

Procedures and responsibilities for reporting and dealing with incidents of school bullying:

Guidance For Staff:

We have a **tiered escalation approach** for dealing with bullying when it occurs. This is combined with intervention to stop the problem and educate the offender (or bully if this is a *repeated* event), as well as support for the victim.

Responding: Tiered escalation approach
The Park Community School takes bullying seriously and endeavours to help students to resolve disputes but will sanction when required.

If staff suspect or are told about a bullying incident, they will follow the protocol outlined in the flowchart below:

Any out of school incidents including online incidents will automatically be referred to all parents/carers to be dealt with at their discretion, unless the Designated Safeguarding Lead advises police contact or referral to the Multi Agency Safeguarding Hub (MASH) as a Child Protection issue.

These are examples of possible sanctions that the school may use. The specific sanction used will be determined by the nature and severity of the incidents. The school reserves the right to utilise all sanctions as per Behaviour Policy.

The following procedures are the responsibility of the Head of Year.

Incident reported to staff or via Online Bullying concern button. Students reporting bullying incidents will be assured of anonymity wherever possible. Staff log concern on CPOMS using the BULLYING CONCERN category AND assign to HOY (SUR will add from the online student reporting system and assign to HOY)

Concern actioned by HOY. Investigation a) Talk to target/s and get statement b) Talk to alleged assailant/s and get statement/s c) Write up as an action on the original CPOMS incident applying the sub category.

If unconfirmed-Continue to monitor and log further concerns.

If confirmed as a bullying incident - Parents/carers contacted for both target and assailant and Letter sent with sanction (Which letter will depend upon if there are prior incidents). Heads of Year keep a list of these students for tracking purposes

Work/discussion with both the assailant and target.
Target - Offered support and is monitored and checked in on.
Assailant - Dealt with through the behaviour/anti bullying/safeguarding policy.
Report as a bullying concern using the BPRI link to Devon

If necessary, the Head of Year will seek further support from the appropriate SLT member who, in turn, may seek support from the Headteacher and the Governors of the school.

All relevant details to be added to CPOMS

If there are further incidents the following warnings and actions will take place.

Anti-bullying communication Anti bullying Warning 1:

- Reported on CPOMs as confirmed bullying and the issue will be escalated to an
- Anti-Bullying Warning 1 letter.
- Letter sent to parents / carers and the student informing them of this first warning. The letter invites the parents / carers and the student to a meeting.
- Sanction issued.
- Conversation with students, meeting with parents in school with Head of Year
- An intervention to take place via the Success Centre, which the Head of Year will request
- BPRI form Schools - Equality, Diversity and Inclusion completed and sent to Devon County Council

Anti-bullying Warning 2:

- Reported on CPOMs as confirmed bullying and the issue will be escalated to an Anti-Bullying Warning 2 letter
- Letter sent to parents / carers and the student informing them of this second warning. **The letter invites the parents / carers and the student to a meeting**
- Meeting with parents in school.
- An internal sanction will be issued- internal isolation where an educational work pack is completed
- A behaviour agreement/contract is drawn up between the student and the school
- A further intervention to take place via the Head of Year, which SLT will request, considering any external agencies which could also further support, for example, work with the Youth Intervention officer
- A further BPRI form - Schools - Equality, Diversity and Inclusion to be completed and sent to Devon County Council

Anti-bullying Warning 3:

- A Suspension is actioned under the category 'bullying' and also recorded on

- CPOMs as confirmed Bullying
- Anti-Bullying Warning 3 Letter sent to parents / carers and the student informing them of this third and final warning. The letter invites the parents / carers and the student to a meeting following the suspension.
- Meeting with parents in school.

Further or repeated incidents:

- Next steps from this point would be further escalated suspension and discussions with the Devon County Council Inclusion Team regarding an immediate Off Site Direction.
- A final warning will be issued with the support of the governing body that any further incidents may result in a permanent exclusion
- A further Schools - Equality, Diversity and Inclusion completed and sent to Devon County Council
- Also meet with Youth Intervention Officer, and a consideration for a referral to LINKS (Youth Intervention Team).

5. Support for the individuals involved

- Access to a **range of services in school** including key mentoring sessions, school counsellor service, access to support staff, additional adults observing interactions, restorative conversations etc.
- Supportive schooling area providing **education** for the bully including specific work around the reason for the bullying or nature of the bullying.
- **Clear flowcharts and further resources on our website** (via feedback provided by the parents/carers involved in this guidance being written) for parents / carers who may have a child who is being bullied, as well as external support for the target.
- Work with the Anti Bullying Alliance
- We have close communication with our local police station and can liaise with our Youth Intervention Officer where required.

6. Bullying outside of school premises

Bullying can occur outside school and college gates and on journeys to and from school. The school can intervene in such cases. Whilst schools do not have jurisdiction over bullying that occurs off the premises out of school hours, where it affects the learning and wellbeing of young people in college we will intervene as appropriate.

Bullying can be by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent / carer tells us of bullying off the school premises we will:

- Intervene to address the issues where appropriate
- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the transport company about any problems on buses.
- Report/Talk to the police where appropriate.

7. Evaluating our guidance

We evaluate effectiveness through:

- CPOMS data analysis
- Student voice
- Attendance monitoring
- Parent/carer feedback
- Annual review

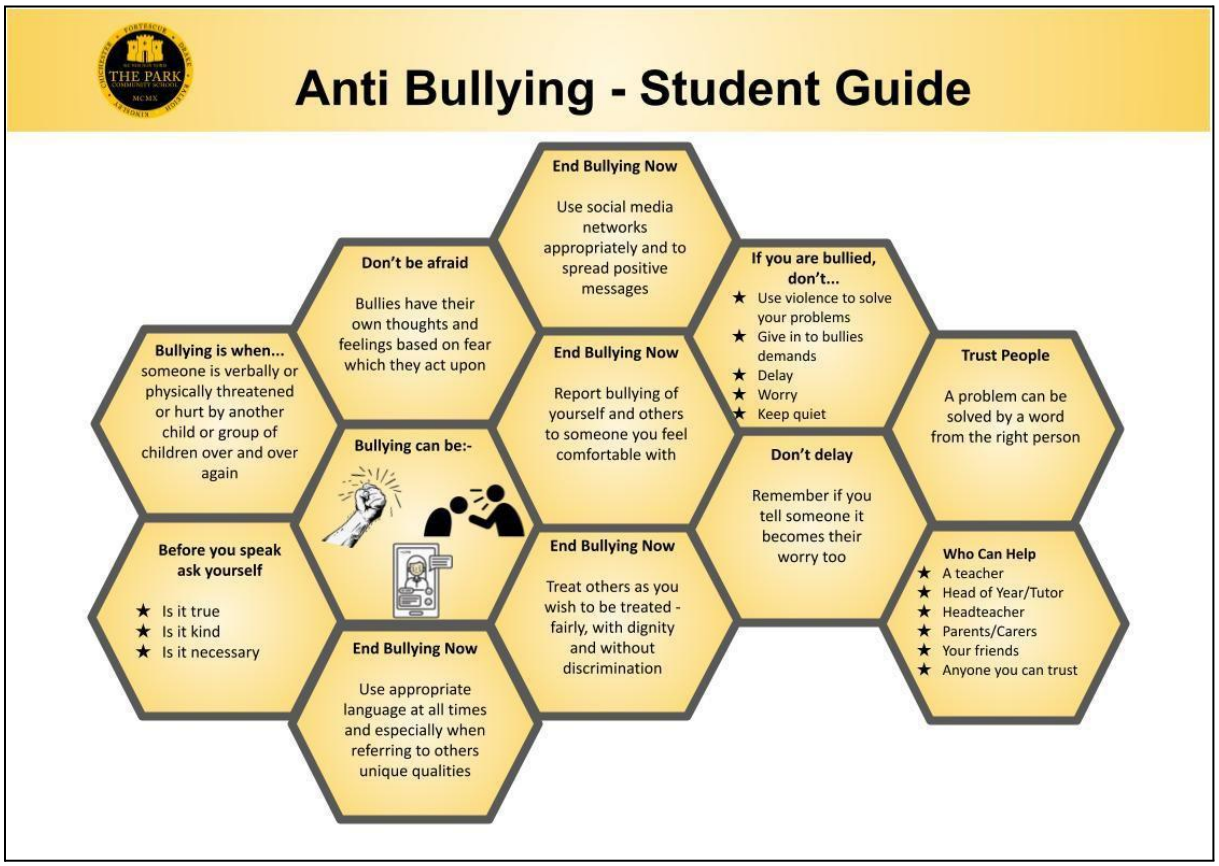
We use this information to identify:

- Trends
- Vulnerable groups
- Areas for improvement

8. References

- Department for Education (2025) Keeping Children Safe in Education Keeping children safe in education 2025
- Department for Education (2026) Working Together to Safeguard Children Working together to safeguard children 2026
- Department for Education (2024) Behaviour in Schools Behaviour in schools - GOV.UK
- Department for Education Preventing and Tackling Bullying (2017) Preventing and tackling bullying
- Cyber Bullying – advice for schools Cyber bullying: advice for headteachers and school staff
- Equality Act (2010) Equality Act 2010: guidance - GOV.UK
- Anti-Bullying Alliance (ABA) Anti-Bullying Alliance

9. Appendix A- Student Guide



10. Appendix B- Student Guide Flow Chart

11. Appendix C - Letters

Letter 1

The Park Community School
Park Lane, Newport, Barnstaple,
North Devon, EX32 9AX

E: admin@theparkschool.org.uk
W: theparkschool.org.uk
T: 01271 373131

Dear Parent/Carer

I am writing to inform you that, following a review of recent concerns, [Student Name] has been involved in behaviour that has been identified as bullying, in line with our school's Anti-Bullying Policy.

At The Park Community School, we take all concerns seriously and aim to address them early, focusing on support, reflection, and positive change. Our priority is to ensure the safety and wellbeing of all students, including [Student Name].

As part of this initial stage:

- We will be working with [Student Name] to help them understand the impact of their behaviour
- A proportionate sanction has been applied in line with our Behaviour Policy
- Support and intervention will be put in place to prevent further concerns

We would welcome the opportunity to work in partnership with you and invite you to a meeting to discuss how we can best support [Student Name] moving forward.

If you have any questions or would like to share any information that may help us support your child, please do get in touch.

Thank you for your support.

Yours sincerely

<<insert name>>
Head of Year <<insert Year Group>>

Harbour Schools Partnership
A guiding light for education

The Harbour Schools Partnership, Woodwater Academy, Woodwater Lane, Exeter, EX2 5AW. **E:** info@thsp.org.uk **W:** thsp.org.uk. The Harbour Schools Partnership is an exempt charity and a company limited by guarantee registered in England and Wales number 7821367. Registered office: Woodwater Academy, Woodwater Lane, Exeter, EX2 5AW.

Letter 2

The Park Community School
Park Lane, Newport, Barnstaple,
North Devon, EX32 9AX

E: admin@theparkschool.org.uk
W: theparkschool.org.uk
T: 01271 373131

Date:

Dear <<insert parent name>>

Further to previous communication, I am writing to inform you that [Student Name] has continued to be involved in behaviour that meets the school's definition of bullying.

We recognise that repeated concerns can indicate that a young person may need additional support, and our focus remains on working constructively with both [Student Name] and your family to bring about positive change.

As part of this second stage:

- A meeting is required with yourself, [Student Name], the Head of Year, and a member of the Senior Leadership Team
- An internal sanction will be put in place
- A behaviour support plan/contract will be agreed
- Further intervention and support will be implemented, which may include involvement from external agencies where appropriate

We will also complete the relevant local authority reporting processes where required.

This meeting will be an important opportunity to:

- Share information
- Explore any underlying concerns
- Agree clear next steps to support [Student Name]

We value your partnership and would very much appreciate your attendance.

Please contact the school to arrange a suitable time.

Yours sincerely

<<insert name>>
Head of Year <<insert Year Group>>

<<insert name>>
Senior Leadership Team

Harbour Schools Partnership
A guiding light for education

The Harbour Schools Partnership, Woodwater Academy, Woodwater Lane, Exeter, EX2 5AW. **E:** info@thsp.org.uk **W:** thsp.org.uk. The Harbour Schools Partnership is an exempt charity and a company limited by guarantee registered in England and Wales number 7921067. Registered office: Woodwater Academy, Woodwater Lane, Exeter, EX2 5AW.

Letter 3

The Park Community School
Park Lane, Newport, Barnstaple,
North Devon, EX32 9AX

E: admin@theparkschool.org.uk
W: theparkschool.org.uk
T: 01271 373131

Date:

Dear <<insert parent name>>

I am writing to inform you that, following further serious concerns, [Student Name] has reached the third stage of our Anti-Bullying procedures.

Despite previous support and intervention, there have been continued incidents which have had a significant impact on others. As a result:

- [Student Name] has received a suspension in line with school policy
- A formal meeting is required with Senior Leadership following their return

This meeting will focus on:

- Reviewing the concerns and support already in place
- Understanding any wider factors affecting [Student Name]
- Agreeing clear expectations and next steps

At this stage, it is important to be clear that any further incidents may result in more serious consequences, including consideration of alternative provision or permanent exclusion.

However, our priority remains to support [Student Name] in making positive changes, and we are committed to working with you to achieve this.

We strongly encourage you to attend the meeting so we can work together in the best interests of your child.

Yours sincerely

(Name)
Assistant Headteacher

Harbour Schools Partnership
A guiding light for education

The Harbour Schools Partnership, Woodwater Academy, Woodwater Lane, Exeter, EX2 5AW E: info@thsp.org.uk W: thsp.org.uk. The Harbour Schools Partnership is an exempt charity and a company limited by guarantee registered in England and Wales number 7821567. Registered office: Woodwater Academy, Woodwater Lane, Exeter, EX2 5AW.

Version/Date	Summary of Change	Review Date	Lead Author
June 2026	Section 2 – the purposes of the anti bullying policy – simplified Section 3 Practice – additional safeguarding information added. Section 4 What the school will do – simplified Section 7 Evaluating our guidance – simplified and bullet pointed Section 8 – references – additional links added. Appendix B – removal of term SSO Appendix C – Letters Change of wording on Letter 1, Letter 2 and Letter 3	June 2027	Ms S Langford