



Anti-bullying Policy

Policy adopted: September 2026

Policy review: September 2028

Anti-Bullying Policy

Anti-Bullying Policy Introduction

At **Drakelow Park Flying High Academy**, our core values are to nurture and support each child to flourish and grow to their full potential.

We are a proud member of the **Flying High Partnership**, where our shared values are to develop **Unique, Exceptional and Sustainable** schools. This policy is written with these values in mind.

As a consequence of our values, we aim to provide a safe, caring and friendly learning environment for all pupils, enabling them to flourish, grow and maximise their potential.

We expect pupils to act safely and feel safe in school. This includes understanding issues relating to all forms of bullying and feeling confident to seek support from school if they, or others, are unsafe.

Our behaviour expectations are clear: pupils are expected to be **Ready, Respectful and Safe**. Within this, pupils demonstrate readiness to learn, respect towards others, and the maintenance of safe and considerate relationships.

Parents and carers should feel confident that their children are safe and cared for in school, and that incidents, when they arise, are dealt with promptly and effectively.

The school is aware of its legal obligations, including those under the **Equality Act 2010**, and of its role within the local community, supporting parents and carers and working with external agencies where appropriate.

Policy Development

This policy was formulated in consultation with staff and partners. A formal consultation with parents and carers will take place in **July**, as part of the transition process, providing an opportunity for parents to contribute to the policy.

Upon opening, the school will operate systems that allow stakeholders to contribute in the following ways:

- **Staff** – through regular agenda items at staff meetings, consultation documents and surveys
- **Governors** – through governing body discussions and training
- **Parents and carers** – via written consultations, parent meetings and focus groups, including the creation of a shortened parent guide
- **Children and young people** – through the school council and PSHE lessons
- **Designated Safeguarding Lead (DSL)** – to ensure alignment with the latest *Keeping Children Safe in Education (KCSiE)* statutory guidance

This policy is available:

- On the school website
- From the school office

Roles and Responsibilities

Headteacher

The Headteacher has overall responsibility for the policy and its implementation, including liaising with the governing body, parents and carers, the local authority and external agencies. The Headteacher appoints an Anti-Bullying Co-ordinator.

Anti-Bullying Co-ordinator

The Anti-Bullying Co-ordinator is **Mrs Stephanie Beardmore**. Responsibilities include:

- Developing and reviewing the policy with pupils, staff, governors and parents/carers
- Implementing the policy and monitoring its effectiveness
- Ensuring evaluation informs policy review
- Managing bullying incidents
- Overseeing the reporting and recording of incidents
- Coordinating training and support for staff and parents/carers
- Leading strategies to prevent bullying behaviour

Link Governor

The nominated Governor with responsibility for anti-bullying: **TBC**

Definition of Bullying

Bullying is defined as:

The repetitive, intentional hurting of one person or group by another, where there is an imbalance of power. Bullying can be physical, verbal or psychological, and can happen face-to-face or online.

This definition is informed by the **Anti-Bullying Alliance**: [Our definition of bullying](#)

When identifying bullying, the following factors are considered:

- Deliberate intention to hurt or humiliate
- An imbalance of power
- Usually persistent behaviour

In some cases, an incident may still be deemed bullying even if it is not repeated, particularly in instances involving hate-related bullying or cyberbullying.

The school also recognises **relational conflict**, often described as falling out between friends. These incidents may not constitute bullying but still require adult support and intervention.

The school will challenge, address and monitor all bullying incidents to ensure they do not continue and that all pupils involved are supported, including the target, the alleged perpetrator, bystanders and the wider school community.

What Does Bullying Look Like?

Bullying behaviour may include:

- Physical
- Verbal
- Emotional
- Sexual
- Online
- Indirect

Bullying often occurs in the presence of others who may become **bystanders** or **accessories**, either physically or online.

Prejudice-Related Bullying

Under the **Equality Act 2010**, discrimination is unlawful on the basis of protected characteristics, including:

- Age
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Disability
- Race
- Religion or belief (or lack of belief)
- Sex
- Sexual orientation

Schools must proactively challenge derogatory and discriminatory language and behaviour, including racist, homophobic, biphobic, transphobic and disabilist behaviour. These incidents, including one-off occurrences, are recorded and reported to the local authority.

Other vulnerable groups may include:

- Pupils with SEND
- Bullying related to appearance
- Young carers or looked-after children

There is **no hierarchy of bullying**. All forms are treated seriously and addressed appropriately.



Online / Cyberbullying

Cyberbullying can include:

- Hacking accounts
- Posting hate or prejudice messages
- Impersonation
- Sharing images publicly
- Exclusion
- Threats or manipulation

Although many incidents occur outside school, the school will support pupils and families and treat cyberbullying with the same seriousness as other forms of bullying.

Pupils are taught safe and responsible internet use through the curriculum and the school's e-safety policy.

Recording and Review

Bullying incidents are recorded by the staff member managing the incident and reviewed by the Anti-Bullying Lead. Prejudice-related incidents are logged in line with **CPOMS** procedures.

Information is used to:

- Follow up individual cases
- Identify trends
- Inform preventative strategies

The policy is reviewed every **two years** and reported to governors annually.

Policy Review

- **Policy reviewed:** July 2026
- **Next review:** September 2028