



Reviewed: June 2025

Next review: September 2026

Written by: Miss K Farley and the Anti-Bullying team

Hudson Road Primary School

Anti-Bullying Policy

Introduction

At Hudson Road Primary School, we value each individual and strive to create a strong sense of belonging within both our school and the wider community. We foster an environment where everyone is respected, empowered to achieve their potential, and supported in becoming lifelong learners. Diversity is celebrated, and prejudice is actively challenged.

Everyone has the right to live their daily lives free from fear of threats, assault, or harassment (Article 2). The impact of bullying should never be underestimated—it can cause significant emotional distress and have lasting effects on a young person's well-being, behaviour, academic progress, and social development well into adulthood.

Our school is fully committed to providing a caring, welcoming, and safe environment where all members of our community can learn in a secure and supportive atmosphere, free from oppression and abuse.

Bullying is a form of anti-social behaviour that affects everyone. At Hudson Road Primary School, all forms of bullying are unacceptable and will not be tolerated.

We will ensure that all parents and carers are regularly informed and updated with the latest anti-bullying information from Hudson Road Primary School.

Relevant Legislation and Statutory Guidance

Hudson Road Primary School adheres to the following legislation and statutory guidance to support its commitment to equality, safeguarding, and anti-bullying:

- Education Act 2002
- Human Rights Act 1998
- Health and Safety at Work etc. Act 1974
- The Education and Inspections Act 2006
- Equality Act 2010
- Children and Families Act 2014
- Anti-social Behaviour, Crime and Policing Act 2014
- Keeping Children Safe in Education (KCSIE) – *Statutory Guidance (latest update: 2023)*
- Working Together to Safeguard Children – *Statutory Guidance (latest update: 2023)*

Reference to other policies

This anti-bullying reference has also been written with cross reference to other internal school policies. Policies to be observed in conjunction with our Anti-bullying policy are:

- Behaviour Policy
- Race Equality Policy
- Equal Opportunities Policy
- Health and Safety Policy
- Citizenship Policy
- Development Plan
- Mission Statement

Defining bullying

Bullying is a sustained or repeated action taken by one or more children, with deliberate intent. This behavior results in having a negative effect on the emotional or physical well-being of the child. Types of bullying include verbal, emotional, physical, racist, and cyber bullying. This definition was produced in consultation with the whole school community, led by the anti-bullying team, whose members are a cross section of the whole school family.

Working Party

Although everyone in school has an active role in tackling bullying a named team has been organised to collaborate regularly to monitor anti-bullying progress within the setting:

Miss Farley- Anti-bullying coordinator

Mrs Bunker- PSHE/Mental health lead

Mrs Westgate- Headteacher

Jahanara Begum- Staff governor

Mrs Laws- Lunchtime supervisor

Anti-bullying team- pupil representatives across KS1/KS2

Awareness Raising

Hudson Road Primary School is currently working towards achieving the silver level of the Local Education Authority's Anti-Bullying Charter Mark, a recognition held throughout the city of Sunderland. We have a range of ongoing strategies and initiatives in place to raise awareness of anti-bullying within the school and to build on our continued successes.

- Anti-bullying policy available for all to read via Hudson Road's website and hard copy on request. Opportunities are given to parents/carers to contribute with annual renewal.
- Links provided for parents/carers to other informative appropriate websites and organisations.
- Questionnaires for parents/carers, staff and governors to complete annually.
- Questionnaires for children to complete annually.
- Staff meeting agenda to cover anti bullying/mental health.
- PSHE boards and displays visible within the school.
- Anti-bullying/ wellbeing posters are displayed in all classrooms.
- Anti-bullying posters and leaflets created by the Anti-Bullying team to inform both peers and parents are available in the reception area and throughout school.
- Anti-bullying display kept up to date with current achievements.
- All staff/team to be involved in yearly evaluations of anti-bullying policy.
- Pupil's voice, through school council, mini police, rights respecting champions, well-being team, assemblies and newsletters.
- Pupils are to be taught child exploitation related lessons across the curriculum and as part of PSHE lessons.
- Pupils to be taught diversity and acceptance of family differences in RSHE promoting acceptance and equality for all.

- School involvement in other awards such as the Investing in Children award and Mental Health charter mark.
- Accessible calm area for children at lunchtimes to support wellbeing.

The consultation process

- Questionnaires for parents/pupils/staff.
- Anti-bullying co-coordinator to liaise with outside agencies and inform staff of training and recommendations received.
- A parent group to be established to ensure that views of parents/carers are incorporated to show a holistic approach to anti-bullying.
- Schemes of work to be delivered by all staff across school on specific topics that as a result show an increased understanding of PSHE topics.
- School council children attend Children's Conferences and assessments of other settings for Charter Mark.
- Regular meetings with the Anti-bullying team.
- Website updated to inform parents of current Anti-bullying Policy.

Policy Aims

At Hudson Road, we are committed to fostering a culture in which bullying is universally recognised as unacceptable. This ethos should be shared and understood by teachers, pupils, parents, carers, and members of the wider community. Everyone must be informed and educated to develop a clear understanding of what constitutes bullying and how our Anti-Bullying Policy is applied in practice.

Children will learn how to keep themselves safe and will be equipped with strategies to support friends or peers who may need help. We will teach children the value of friendship and the importance of treating others with mutual respect. Pupils will be encouraged to acknowledge their own fears, insecurities, and concerns, while learning to appreciate both themselves and others as unique individuals.

Ultimately, our goal is to create a safe, secure, and supportive environment where everyone can live, learn, and work confidently. We will ensure that all staff and pupils understand and embrace the values of British society, and what it means to be part of a respectful and inclusive community.

Responding to Bullying

- All staff respond to bullying incidents using the agreed protocol. If deemed to be a bullying incident, details are to be written on CPOMS. Allow all pupils to have a voice and their recount of events to be detailed.
- Incidents to be recorded and passed to Deputy/Head teacher for decision making on action to be taken such as involving parents at the appropriate time.
- When parents become involved all details/conversations should be logged for referrals and to ensure action is taken to the satisfaction of parents/carers staff and children.
- Recorded incidents to be updated on staffroom drive in the Anti-bullying section.
- Staff must be observant of patterns and repetitiveness in incidents to ensure the correct support for involved children is used.
- All staff are to use appropriate PSHE lessons in response to an incident if required.
- Quality Circle Time.
- Nurture Group.
- Friendship Groups.
- Pupil representatives are to be given a voice in meetings to discuss behaviors and children's concerns.
- Increased School Council involvement.
- To monitor children from FUP or LAC, giving support through nurturing, friendship groups etc, where deemed necessary.
- Staff to be aware of increased cyber-bullying trends and Online safety. All staff to read 'safer working practice and levels of conduct', recommended by the safeguarding team from LEA. Available on Sunderland Learning Hub within Safeguarding section.
- All staff are to complete safeguarding training including issues around child exploitation.
- Staff to be trained on British Values and the impact of this on our whole school community.
- All pupils to understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.

Implementation of the policy

- Whole school Anti-bullying week
- Whole School E-Safety Week
- Assemblies
- PSHE/British values

- Circle Time
- Newsletters
- Displays/posters
- High profile response to bullying
- School Council meetings
- Introduction meetings for new staff
- School Prospectus
- School/home diaries

Curriculum implementation

- PSHE curriculum clearly follows through with strands of Anti-Bullying, as well as exploring related issues.
- Children write and agree on their own 'Class Charter' each academic year.
- Children take the lead in classroom jobs to raise self-esteem and promote positive behavior.
- Targeting children who need help, support and guidance relating to self-esteem issues.
- School ensures the needs of the bullied child are met through intervention and support. Nurture provision provided if necessary.
- Pupils are given opportunities to promote positive friendships within the whole school ethos.
- Anti-bullying lessons to be delivered throughout the academic year and not to be viewed as an isolated learning outcome.
- Pupils to be aware that prejudiced based language is not acceptable and openly discuss protected traits which may be vulnerable groups.
- School, where necessary, will work with the wider community to tackle bullying issues outside of school.
- School has created an inclusive environment where people have different ways to communicate their concerns around bullying issues in school.

Monitoring

- Bullying records are used to track numbers, types, locations, and frequencies. This information should allow the anti-bullying coordinator to highlight emerging patterns and inform future steps for prevention.
- Staff, who are on duty report bullying incidents to the class teacher.
- Lunch time supervisors report incidents to the class teacher.

- All parents' concerns to be documented and responded to accordingly.
- Staff to inform and communicate with parents regarding action and monitoring of incidents. These conversations should be recorded, monitored, and actioned.
- Parents/Staff discussions to be dated and recorded for monitoring purposes.
- Children involved are monitored and given appropriate support.
- Bystander action/increased, sense of collective responsibility.
- Improved attendance.
- Improved attainment.
- Yearly questionnaires to monitor any pupil concerns.

Evaluation

- Staff team to meet on a regular basis and Miss Farley to highlight changes and occurrences in regard to anti-bullying systems and progress required.
- Review incidents and responses each term to ensure actions have been undertaken.
- Questionnaires to be passed yearly to Senior management/Governors
- Parents' meetings.
- Governors' meetings.
- Senior Staff/staff meetings.
- Tracking of children's academic progression to assess impact on pupils learning

Review

- Anti-bullying team to review and coordinator to report findings in whole staff meetings.
- Annual review of coordinators report with action plan.
- Anti-bullying team to liaise with Governors and Head when required.
- Identify areas of weakness to ensure strategies are then put in place.
- Anti-Bullying Coordinators report.
- Anti -Bullying Policy must appear annually on the Governor's agenda and posted on website after parents/carers invite to respond.