



# ANTI-BULLYING and HATE POLICY

DRAFT

**Penryn College**

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**Person Responsible:** Senior Deputy Headteacher



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## 1. Legislation and Guidance

Documents relating to this policy:

- Equality Act 2010
- Education Act 2002
- Children Act 1989
- Keeping Children Safe in Education (KCSIE) 2025
- Preventing and Tackling Bullying (DfE guidance)

## 2. Our Commitment: Bullying

At Penryn College, we are committed to creating a safe, inclusive environment where every student can thrive. We recognise that bullying in any form is unacceptable and can have serious, lasting impacts on children's wellbeing and education.

We commit to:

- **Zero tolerance:** We will not tolerate bullying of any kind, including that based on race, religion, sex, sexual orientation, gender reassignment, SEND, or any other characteristic.
- **Early intervention:** We will identify and address bullying behaviours promptly.
- **Support for all:** We will support both victims and perpetrators, recognising that those who bully may have unmet needs.
- **Whole-school approach:** Everyone in our school community has a role to play in preventing and addressing bullying. We have an Anti-Bullying Student Leadership Group, who actively work on The Diana Award and Rights Respecting Schools.

## 3. What is bullying?

Bullying is behaviour that is:

- **Repeated over time**
- **Intentionally harmful**
- **Involves an imbalance of power**, making it difficult for the victim to defend themselves

Bullying can be short-term or continuous over longer periods of time.

Bullying can include cyberbullying, prejudice-based and discriminatory bullying, and is recognised as a form of child-on-child abuse in *Keeping Children Safe in Education (KCSIE 2025)*.

What we expect:

- **All students** to treat each other with kindness, courtesy, empathy and respect
- **Staff** to model expected behaviour and challenge bullying consistently
- **Parents/carers** to work in partnership with us to address concerns
- **Everyone** to report bullying when they see it or experience it



#### 4. Types of Bullying

- Psychological (being excluded from groups and rumours etc.)
- Cyber (abusive text messages, internet messages etc.)
- Verbal (threats, name calling, racism, homophobia etc.)
- Physical (punching, kicking, scratching, pushing, throwing objects at someone etc.). Bullying invariably undermines self-confidence and initiative and can create a cycle of poor performance and further criticism, potentially causing depression, stress, mental or physical ill-health, with consequent absence from school or work.

#### Use of AI, Deepfakes and Manipulated Images

- New technology means young people can now use AI tools to create fake or altered images or videos of others.
- These can be used to embarrass, intimidate or bully someone — even if the image is not real.
- Creating or sharing AI-generated or manipulated images of another student (including fake “nudes” or deepfakes) is serious online harm.
- This behaviour is treated exactly the same as other forms of bullying, harassment or abuse and may also be a safeguarding or police matter.
- Students should never create, edit or share images of someone without their permission, especially in ways that could upset, embarrass or threaten them.
- If your child receives or sees a manipulated or AI-generated image, they should:
  - Not share it
  - Tell a trusted adult straight away
  - Report it to school so we can take action
- We teach students about digital consent, respectful online behaviour and how to stay safe when using AI or image-editing tools.
- We will always support any child affected, work with families, and take firm action against anyone using AI to cause harm.

#### 5. When Should a School Involve the Police in Bullying?

Schools always aim to deal with bullying internally first, but they **must** involve the police when the behaviour may be a **crime** or where a child is at **risk of significant harm**. This may include the following situations:

- May be a criminal offence
- Puts a child at immediate risk of harm
- Involves sexual content or harassment
- Involves hate-based targeting
- Includes serious online abuse, deepfakes or image manipulation
- Cannot be safely managed internally

The safeguarding team will always inform parents when a referral to police is being made unless doing so puts a child at greater risk. Parents and young people always have the option of self-reporting to the police.

#### 6. Vulnerable Groups





We recognise that all learners can be at risk; however, we acknowledge that some groups are more vulnerable and therefore at greater risk of being targeted by bullying behaviour.

**These include:**

- Children and young people with Special Educational Needs and Disabilities (SEND)
- Young carers
- Children from ethnic minority backgrounds
- Pupils who are lesbian, gay, or bisexual (LGB)
- Pupils who are questioning their gender
- Children in care and previously looked-after children
- Children with experience of domestic abuse
- Children who have a protected characteristic under the Equality Act 2010 (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation)

## **7. Prevention**

*“A school’s response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.”* (Department for Education - Preventing and tackling bullying, July 2017).

Preventing bullying behaviours can be possible through a range of proactive measures. At Penryn College, we look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

- The issue of bullying is included in the curriculum and classwork e.g. Personal Development & SMSC.
- Bullying is addressed through the Lifeskills programme and is aligned with the standards of the PSHE Association.
- The Assembly programme and Personal Development curriculum reinforce British Values and the culture of the school.
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it.
- Students are not permitted to use their mobile phones when on school site. This is partly to prevent cyber-bullying.
- Staff have been trained to be vigilant and to watch and listen for any bullying type behaviours, no matter how small.
- Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils.
- External speakers raise awareness of discrimination through assemblies and lifeskills lessons.
- Posters around the school emphasise the importance of diversity in the school community.
- The Students’ home learning partnership agreement document outlines the core responsibilities of students.
- Working with the wider community such as the police/children’s services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable within our school. Penryn College recognises that specific groups of students are particularly vulnerable to bullying.





## 8. Reporting bullying

Students can report bullying of themselves or someone else in the following ways:

- Speaking to their Tutor
- Speaking to EST
- Speaking to their Head of Year or Head of Key Stage
- Speaking to the Designated (or Deputy) Safeguarding Lead
- Using the @talk app or emailing [safeguarding@penryn-college.cornwall.sch.uk](mailto:safeguarding@penryn-college.cornwall.sch.uk)
- Importantly, students are reminded that they can speak to any member of staff in school they trust
- Speaking to their parent/carer and asking them to pass on the information to the school

Parents/Carers can report bullying of their child or someone else's in the following ways:

- Contacting their child's Form Tutor by email, telephone, meeting
- Contacting EST
- Contacting the Head of Year or Head of Key Stage
- Emailing [safeguarding@penryn-college.cornwall.sch.uk](mailto:safeguarding@penryn-college.cornwall.sch.uk)

Importantly, parents/carers are reminded that they can speak to any member of staff in school regarding this. Staff will pass this on to the Pastoral Team.

## 9. Communication

Communication about the school's anti-bullying work occurs through the following:

- The school newsletter
- The school website
- Assemblies
- Induction evening for Year 6 pupils and parents
- Information evenings for parents
- Parents' evenings / subject review
- Staff CPD
- Staff briefings
- Head of year meetings

## 10. Investigating and Recording

The investigation in to the bullying incident(s) will be conducted by the most appropriate member of staff, depending on the severity of the allegation. This may include the EST, Head of Year, Assistant Headteacher, Deputy Headteacher Pastoral or may include external agencies such as the Police. Any investigation in to alleged bullying will be discreet,



sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- The victims will be talked to along with other witnesses and statements will be taken
- The accused will be talked to, to get their version of events
- Other staff, students and parents will be involved, where needed
- Parents/carers will be kept fully aware
- A record will be placed in all the involved students' files
- All students will be made aware that such behaviour will not be tolerated

Recording of bullying will be done using Class Charts and My Concern.

## **11. Follow up and Consequences**

Staff will consider the needs of the victim to establish whether they may need support. Staff will consider the reasons behind bullying to establish whether the perpetrator may themselves need support. Such support could be from within school, or from external agencies.

The school will implement consequences for bullying behaviour in accordance with its Behaviour and Culture Policy. Consequences will be applied fairly, consistently and reasonably following investigation. Staff may discipline pupils for misbehaving in school and where reasonable outside the school's premises. Consequences may extend to suspension or exclusion in the most serious cases.

## **12. Roles and responsibilities**

### **Pupils**

- Victims of bullying should always report bullying to a member of staff or someone else who will report it for them and to their parents. A pupil may seek advice from the school counsellor.
- Pupils should always report any bullying that they suspect, know about, or have witnessed to a member of staff.
- Pupils should show their disapproval of bullying and tell the bully to stop if it is safe to do so.
- Pupils, supported by a member of staff, may form a friendship group for the person being bullied to make sure they are not isolated if appropriate.

### **Parents and carers**

- Parents have a responsibility to report any incidents of concern and to work co-operatively and supportively with the school to resolve issues between pupils, accepting the use of both punitive and preventative measures against bullying to achieve a long-term solution to the problem.
- Parents who are concerned that a pupil (whether their own child or another pupil) may be being bullied should always report it to a member of staff.
- Parents of pupils who are bullied on the way to or from school should refer the matter to the school and / or to the local police.



- Parents should understand that the school may pass on information obtained concerning bullying or violent situations to the police if requested, but that it is the victim that must make any report to the police.

### **Teaching and support staff**

- Staff should always listen to and deal with any bullying that they become aware of using the range of procedures outlined below, whilst using their professional judgement about the best course of action in each individual case. They should use the resources available on the school intranet as and when appropriate.
- Staff have a responsibility to pass on details of bullying incidents to heads of year, a member of the school's leadership team or any other member of staff as appropriate.
- The head of year will normally liaise with parents over incidents of bullying. Staff have a responsibility to teach about bullying, its effects, and strategies for dealing with it via the curriculum.
- All staff should reinforce the school's expectations of pupils in helping to prevent bullying arising or escalating.

### **The Senior Leadership Team will:**

- Respond to student and parent voice to review and amend anti-bullying practices.
- Monitor, review and update the anti-bullying policy and report incidents of bullying in order to ensure the safety of all members of the academy.
- Ensure that all staff have a clear understanding of the anti-bullying policy through leading safeguarding updates throughout the year.
- Strive to enhance the quality of safeguarding work in relation to bullying and link this to the curriculum to create a culture where unkind behaviour is challenged.
- Formally consult parents about their child's safety and well-being once a year, for example, through parents' evening surveys, student voice surveys.

### **Trustees will:**

- Ensure that an anti-bullying policy is in place and is reviewed annually.
- Ensure that any serious incidents of bullying are communicated in Trustee reports.

### **13. Monitoring arrangements**

This policy is reviewed annually and is compiled in consultation with staff, pupils, parents, and the board of governors and is in line with national guidelines. At every review, the policy will be approved by the leadership team.

### **14. Links with other policies**

Child protection and safeguarding policy  
Attendance policy  
Behaviour and Culture policy

Suspension and exclusion policy  
Online Safety Policy