



Anti-Bullying & Hate Incidents Policy

Last reviewed: May 2026

Reviewed by: Head Teacher

Review frequency: Annual

Approved by: Full Governing Body 14/05/2026

Review next due: May 2027



Aims

The aim of this policy is to outline what Castle Hill School will do to prevent and tackle bullying and hate. We are committed to developing an anti-bullying culture whereby no bullying or hatred will be tolerated.

Definition of Bullying

The Anti-Bullying Alliance and its members have an agreed shared definition of bullying based on research from across the world over the last 30 years:

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.'

Definition of Hate Incident/Crime

The following is the Police and CPS agreed definition of 'hate crime':

'A hate crime is any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.'

Preventing, identifying and responding to incidents of bullying/hate

At Castle Hill School, it is our aim to provide a safe, secure learning environment that fosters equality of opportunity, mutual respect and a sense of belonging.

We explicitly teach pupils about fundamental British Values and model how to uphold these through our daily practice.

At Castle Hill, we will not tolerate bullying/hate incidents. All incidents will be taken seriously and dealt with firmly.

We will discuss, monitor and review the anti-bullying/anti-hate policy and procedures on a regular basis.

We will ensure that pupils are aware that all bullying/hate concerns will be dealt with sensitively and effectively and that pupils are able to feel safe in school.

We will report back to parents/carers regarding their concerns on bullying/hate incidents and we encourage parents/carers to work with the school to address issues in a supportive manner.

At the start of each new term, and on an ongoing basis, pupils will be reminded of the school's 3 key diamond rules:

'Be kind'

'Show respect'

'Take responsibility'

They will be made aware of the standard of behaviour expected and the school's mantra of:

'First time, every time'

During assemblies, and class or group discussions, pupils will learn how to deal with any form of bullying behaviour and the definition of what constitutes bullying will be made very clear. Once a year, an **Anti- Bullying and Hate Topic** will be taught in school as part of the P.S.H.C.E programme and anti-bullying week. All teaching and non-teaching staff working in the school will be expected will model respectful interactions with pupils and with each other.

All reports of bullying will be investigated thoroughly and will include interviews with both the bully and the victim. A written record will be kept of each incidence of alleged bullying/bullying and in serious incidents, will be passed to the Governing Body so that they remain informed on such matters. A buddy system will be put into place if it is felt a victim needs further support. Victims of bullying will be supported by all staff and given extra pastoral care.

We have clear guidelines and procedures for recording and reporting of hate incidents/crimes to be included in the countywide data (through the Gloucestershire County Council).

All staff will be kept informed of any cases of bullying/hate incidents to ensure that they are monitored and do not escalate.

Parents will be informed by the Headteacher of any incidents of bullying/hate incidents in which their child is involved. The Headteacher and the parents will work together in a 'Team around the child' meeting to discover any underlying problems causing the bullying and offer support to modify the behaviour.

Subsequent behaviour of a similar nature will be dealt with firmly by the Headteacher and Governors.

This policy links with a number of other school policies:

- Keeping Children Safe in Education
- Working Together to Safeguard Children 2026
- SMSC Policy
- Safeguarding Policy
- Behaviour Policy
- Cyberbullying Policy
- Relationships and Sex Education Policy
- Acceptable Use Policy
- Data Protection Policy