



HATE INCIDENT AND ANTI-BULLYING POLICY

2026-2027

Approved by LA:	Autumn 2026
Internal review due:	September 2027
Full review and ratification due:	September 2027
Signed on behalf of the Local Advisory Board (LAB) by the Headteacher	

This statutory policy will be reviewed annually, following legislative change, following safeguarding audits or following incidents where lessons can be learned.

Statement of Intent

Park Aspire is committed to providing a safe, inclusive, nurturing and respectful environment where every pupil, member of staff and visitor is treated with dignity and respect.

We believe that diversity should be celebrated and that all members of our school community have the right to learn and work in an environment free from bullying, discrimination, harassment, victimisation, prejudice and hate.

The school recognises that hate incidents, prejudice-based bullying and discriminatory behaviours can have a significant impact on a person's emotional wellbeing, mental health, educational outcomes and sense of belonging. We are therefore committed to preventing, identifying, recording and responding effectively to all forms of bullying, discrimination and hate incidents.

We actively promote equality, diversity, inclusion and mutual respect through:

- Our curriculum
- Personal development provision
- Relationships-based approach
- Restorative practice
- Positive behaviour support
- Assemblies and themed events
- Staff training
- Partnership working with families and external agencies

The school recognises that hate incidents and bullying may also constitute safeguarding concerns and will be managed in accordance with the school's Child Protection and Safeguarding Policy and Keeping children safe in education 2026

Legal Framework

This policy should be read alongside:

- Equality Act 2010
- Keeping Children Safe in Education 2026

- Working together to improve school attendance (where incidents impact attendance and wellbeing)
- Relationships, Sex and Health Education requirements
- Child Protection and Safeguarding Policy
- Behaviour and Relationships Policy
- Online Safety Policy
- Staff Code of Conduct

Under the Equality Act 2010, schools must not discriminate, harass or victimise pupils or staff and must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations between people who share a protected characteristic and those who do not.

The school acknowledges its responsibilities under the Public Sector Equality Duty and is committed to creating an environment where everyone feels safe, valued and respected.

Role and Responsibilities:

Local Advisory Board

The LAB will:

- Monitor hate incident and bullying data.
- Ensure the policy is implemented effectively.
- Challenge leaders where concerns arise.
- Ensure equality and diversity remain strategic priorities.

Headteacher

The Headteacher will:

- Promote an inclusive school culture.
- Ensure appropriate systems for reporting and responding.
- Ensure staff are trained appropriately.
- Ensure incidents are monitored and reviewed.
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Staff

All staff will:

- Challenge discriminatory language and behaviour.
- Record incidents promptly.
- Support pupils affected by incidents.
- Implement the procedures outlined in this policy.
- Promote equality and respect through everyday practice.
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Pupils

Pupils are expected to:

- Treat others with kindness and respect.
- Report incidents of bullying, prejudice or hate.
- Support others who may be experiencing difficulties.

Definitions

Hate Incident

A hate incident is:

Any incident which is perceived by the victim or any other person to be motivated by hostility, prejudice or discrimination towards a person's actual or perceived identity or characteristics. An incident should be recorded as a hate incident even where there is no evidence of deliberate intent if the victim, witness or other person perceives prejudice or hostility to be a motivating factor.

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.

Where a criminal offence may have occurred, the school will liaise with the Safer Schools Officer and, where appropriate, West Yorkshire Police.

Protected Characteristics

The school recognises all protected characteristics under the Equality Act 2010:

- Age
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity

For recording and monitoring purposes, schools commonly record incidents linked to:

- Race or ethnicity
- Religion or belief
- Disability
- Sexual orientation
- Transgender identity

Anti-Bullying

Definition of Bullying

Bullying is:

Behaviour by an individual or group, repeated over time, that intentionally hurts another individual either physically or emotionally.

Bullying can take many forms including:

- Physical bullying
- Verbal bullying
- Emotional bullying
- Social bullying
- Online or cyberbullying
- Prejudice-based bullying
- Hate-related bullying

Examples may include:

- Name-calling
- Mocking or ridiculing differences
- Threats
- Exclusion from friendship groups
- Sharing harmful content online
- Intimidation
- Physical aggression
- Deliberate humiliation

The school will not tolerate bullying in any form.

Any bullying related to a protected characteristic will also be recorded as a hate incident.

What This Means for Park Aspire

As hate incidents and hate crimes are forms of discriminatory behaviour and may constitute safeguarding concerns, the school has a duty to identify, record and respond to them appropriately.

The school will:

- Educate pupils about discrimination, hate incidents and equality.
- Promote an inclusive curriculum.
- Support victims.
- Challenge harmful attitudes and behaviours.
- Work with families to resolve incidents.
- Record and monitor all incidents.
- Report trends and data to the Local Advisory Board.

Reporting and Recording

If a victim, witness or member of staff perceives that an incident was motivated by prejudice, discrimination or hostility, it should be reported.

The perception of the victim or witness is sufficient for initial recording.

Recording Process

All incidents will:

- Be recorded on a Hate Incident Reporting Form (HIRF).
- Be uploaded to CPOMS.
- Be tagged using the HATE INCIDENT category.

- Include actions taken and outcomes.
- Include follow-up support where required.

Level 1 Incidents

- Recorded by the member of staff.
- Uploaded directly to CPOMS.
- Managed by class staff.

Level 2 Incidents

- Referred to the Behaviour Team.
- Investigated further.
- Recorded on CPOMS by the investigating member of staff.
- Escalated where necessary.

Level 3 Incidents

- Referred immediately to the Safer Schools Officer and SLT.
- Considered for referral to external agencies.
- Logged as a potential hate crime where appropriate.
- Recorded on CPOMS.

All incidents will be reviewed during safeguarding meetings to identify patterns, trends, repeat perpetrators and repeat victims.

Responding to Incidents

When an incident is reported, the school will:

- Ensure the safety and wellbeing of all parties.
- Listen to those involved.
- Investigate promptly and fairly.
- Inform parents/carers where appropriate.
- Consider safeguarding concerns.
- Determine the seriousness of the incident.
- Implement appropriate consequences.
- Provide support to victims.
- Educate pupils regarding the impact of their behaviour.
- Monitor for recurrence.

Where appropriate, restorative conversations and educational interventions will be used alongside sanctions.

Safeguarding Considerations

Some hate incidents may also constitute safeguarding concerns.

Where incidents involve:

- Threats of violence
- Harassment
- Peer-on-peer abuse
- Online abuse
- Sexual harassment
- Serious emotional harm
- Exploitation
- Extremism
- Vulnerable pupils

the matter will also be considered under safeguarding procedures and may result in referral to:

- Children's Social Care
- Early Help
- West Yorkshire Police
- Other relevant agencies

Categorisation of incidents

When determining the seriousness of an incident staff will consider:

1. Whether it is a one-off or repeated behaviour.
2. Whether it was deliberate.
3. Whether harm was intended.
4. Whether harm occurred.
5. The impact on the victim.
6. Any safeguarding concerns.
7. The age, understanding and vulnerabilities of those involved.

LEVEL ONE

Typically:

- One-off incidents.
- Low-level discriminatory comments.
- Uninformed or accidental use of offensive language.
- Stereotyping.
- Inappropriate jokes.
- Ridicule relating to difference or identity.

Examples

- Derogatory name-calling

- Isolated offensive comments
- Stereotyping
- Ridicule of cultural differences

Response

- Managed by class staff.
- Educational discussion.
- Restorative work.
- HIRF completed.
- Telephone call home by class staff.
- Recorded on CPOMS.

LEVEL TWO

Typically:

- Deliberate behaviour.
- Repeated Level One incidents.
- Significant upset caused to the victim.
- Persistent discriminatory language or attitudes.

Examples

- Verbal abuse
- Refusal to work with another pupil because of their identity
- Offensive graffiti
- Displaying discriminatory materials
- Clear prejudice-based motivation
- Repeated Level One incidents

Response

- Managed by Behaviour Team or SLT.
- HIRF completed.
- Parent/carers contact made.
- Targeted intervention implemented.
- Recorded on CPOMS.
- Monitoring put in place where necessary.

LEVEL THREE

Typically:

- Persistent discriminatory behaviour.
- Serious emotional harm.
- Physical harm.
- Criminal behaviour.
- Significant safeguarding concerns.

Examples

- Physical assault
- Threats of violence
- Criminal damage
- Inciting others to discriminatory behaviour
- Racist bullying
- Homophobic bullying
- Biphobic bullying
- Transphobic bullying
- Disability-related bullying
- Religiously motivated bullying
- Persistent hate-related harassment

Response

- Immediate SLT involvement.
- Referral to Safer Schools Officer.
- Consideration of police involvement.
- Safeguarding review.
- Parent/carer contact.
- Appropriate sanctions.
- Risk assessment where required.
- Ongoing support for victims.

Monitoring and Evaluation

Monitoring and Evaluation

The Senior Leadership Team will review hate incident and bullying data regularly to:

- Identify trends.
- Monitor recurring concerns.
- Inform staff training.
- Review curriculum provision.
- Improve school practice.
- Promote equality and inclusion.

Incident data will be shared with the Local Advisory Board at least annually.