



### Anti-Bullying Policy

Policy reviewed and updated	13/01/2025
Date of next review	13/01/2026
This policy will be subject to ongoing review and may be amended prior to the scheduled date of the next review to reflect changes in legislation where appropriate.	

## **1. Policy Statement**

At Harefield School, we are committed to providing a safe, inclusive and respectful environment for all students and staff. Bullying of any kind is unacceptable and will not be tolerated. Our ethos promotes respect, kindness and understanding, ensuring that every member of our school community feels valued and supported. Our motto, "See it, Hear it, Report it," reflects our dedication to empowering students to take a proactive role in preventing and addressing bullying. This policy aligns with our safeguarding, behaviour and equality policies to ensure a holistic approach to student welfare.

## **2. Definition of Bullying**

Bullying is defined as the repetitive, intentional harming of one person or group by another. It can take many forms, including but not limited to:

- Physical: Hitting, kicking, theft or any use of violence
- Verbal: Name-calling, insults, or threats
- Emotional: Exclusion, spreading rumors or intimidating gestures
- Cyberbullying: Misuse of social media, texts or online platforms to harm or intimidate others

## **3. Aims and Objectives**

- To create a safe and supportive environment where bullying is actively prevented
- To educate students about the impact of bullying and the importance of reporting it
- To provide clear and accessible procedures for reporting bullying
- To ensure all incidents are dealt with promptly and effectively
- To support the recovery and well-being of those affected by bullying, including access to mental health support where necessary

## **4. Prevention Strategies**

- Curriculum Integration: Anti-bullying education is embedded within PSHCE lessons, assemblies, enrichment activities and through annual campaigns (e.g., Anti-Bullying Week)
- Staff Training: All staff receive regular training to identify, prevent and address bullying effectively, including awareness of restorative approaches
- Student Leadership: Student council initiatives promote a culture of kindness and respect
- Trusted Adults Scheme: Each student identifies a trusted adult within the school whom they can approach for support and guidance
- Online Reporting Mechanism: A dedicated "Report Bullying" button on the school website allows students to report incidents confidentially and directly
- Parent Engagement: Regular communication with parents to encourage a partnership approach to addressing bullying, with information on how they can support their child in managing bullying incidents

## **5. Reporting and Responding to Bullying**

### **5.1 Reporting Bullying**

Students, parents and staff can report bullying through the following channels:

- Speaking to a trusted adult within the school
- Using the “Report Bullying” button on the school website
- Informing their form tutor, head of year or safeguarding team
- Contacting the school’s Designated Safeguarding Lead (DSL) directly

### **5.2 Responding to Bullying**

All reports of bullying will be taken seriously and investigated promptly. The process includes:

- Initial Response: Ensuring the safety of the victim and collecting information from all parties involved
- Investigation: Led by pastoral staff or the safeguarding team, with confidentiality maintained throughout
- Action Plan: Implementing appropriate interventions, including restorative meetings, sanctions or additional support for both the victim and the perpetrator. Restorative meetings may involve facilitated discussions or guided mediation
- Follow-Up: Monitoring the situation to ensure that bullying does not recur and that all involved receive the necessary support, including mental health resources if required

## **6. Roles and Responsibilities**

### **6.1 School Staff**

- Model positive behaviour and uphold the school’s ethos
- Be vigilant and proactive in identifying signs of bullying
- Support students in accessing the trusted adults scheme and reporting mechanisms
- Work collaboratively with parents, carers, and external agencies when necessary
- Ensure the fair application of sanctions for bullying incidents, in line with the school’s behaviour policy

### **6.2 Students**

- Treat others with respect and kindness
- Report any instances of bullying using the available channels
- Support peers by promoting inclusion and standing against bullying
- Participate in anti-bullying initiatives and campaigns, such as peer-led workshops

### **6.3 Parents and Guardians**

- Support the school’s anti-bullying policy by encouraging open communication with their child
- Report any concerns regarding bullying to the school promptly
- Work collaboratively with the school to address and resolve incidents

## 7. External Support and Resources

For additional support and information, students, parents, and staff can access the following resources:

- Childline: [www.childline.org.uk](http://www.childline.org.uk) or call 0800 1111
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Bullying UK: [www.bullying.co.uk](http://www.bullying.co.uk)