



Anti-Bullying Policy 2026-2027

Policy reviewed and updated	February 2026
Date of next review	February 2027
This policy will be subject to ongoing review and may be amended prior to the scheduled date of the next review in order 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.

This policy extends to all forms of bullying both within the school premises and online, as well as during school-related activities outside the school, such as trips and extracurricular activities. Additionally, it aims to prepare students for life in an inclusive society, aligning with broader educational goals.

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 rumours, or intimidating gestures
- **Cyberbullying:** Misuse of social media, texts, or online platforms to harm or intimidate others

Bullying may be motivated by, but is not limited to:

- Ethnic background, religion, or culture
- Disability or special educational needs
- Sexual orientation or gender identity
- Social or economic status
- Home circumstances, including looked-after children or young carers

It is important to note that while not all hurtful behaviour constitutes bullying, all incidents will be addressed to ensure a respectful school environment.

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
- To challenge bullying through restorative practices, enabling all involved to move forward positively
- To maintain consistent record-keeping for monitoring trends and informing future prevention strategies

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 and subtle forms of bullying
- **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
- **Policy Review:** Regularly updating the policy based on feedback from students, parents, staff, and emerging challenges, such as new forms of cyberbullying

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

Anyone aware of bullying, not just the victim, is encouraged to report it. Anonymous reporting options are available for added confidentiality.

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. This includes access to mental health resources and regular check-ins with pastoral staff or a trusted adult
- **External Referrals:** Incidents involving cyberbullying or illegal activity will be referred to external agencies, including the police, if necessary

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
- Commit to ongoing professional development in identifying and addressing bullying behaviours

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
- Monitor their child's use of social media and digital devices to identify potential cyberbullying early

7. External Support and Resources

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

- **Childline:** www.childline.org.uk or call 0800 1111
- **NSPCC:** www.nspcc.org.uk
- **Anti-Bullying Alliance:** www.anti-bullyingalliance.org.uk
- **Bullying UK:** www.bullying.co.uk
- **Local Authority Safeguarding Team:** Contact information available through the school office
- **Specific Mental Health Services:** Local resources tailored to the community

8. Monitoring and Evaluation

The effectiveness of this policy will be monitored through:

- Regular surveys of students, parents, and staff
- Termly reviews of incident logs by senior leadership and governors
- Feedback collected during student council meetings and parent forums

9. Policy Communication

This policy will be communicated to students, staff, and parents:

- During student and staff inductions
- Via the school website and newsletters
- Through regular assemblies and PSHCE lessons
- During parent information sessions and consultations

By creating a proactive, inclusive, and collaborative approach, Harefield School aims to ensure a safe and respectful environment where bullying has no place.