Anti-Bullying Policy

1. Statement of Intent

Governors, staff, parents/carers and students at Hazelwick School are firmly opposed to all forms of bullying. Each student has a right to enjoy an education free from fear and distress. We are committed to providing a caring, friendly and safe environment for all of our students so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a 'telling' school. This means anyone who knows that bullying is happening is expected to tell the staff. The staff should then pass any information about incidents of bullying to the appropriate Head of Year.

2. Rationale

All schools have a pastoral responsibility towards the children in their charge and should take all reasonable steps to ensure that their welfare is safeguarded and their safety is preserved. At the centre of our whole school approach to promoting an anti-bullying culture is the creation of a positive school culture which encourages respect, trust, consideration, tolerance and sensitivity towards others. This culture is established through education, ethos, support and an overall teaching and learning environment in which students feel secure, are free from emotional and physical harm, have their opinions valued and their concerns dealt with sympathetically and appropriately. Students should be able to enjoy their time in school and have educational experiences that are academically and socially fulfilling.

3. Outcomes of this policy

This policy should help ensure that:

- all members of the school community:
    - have an understanding of what bullying is
    - are opposed to and actively respond to acts of bullying
    - know what the school policy is on bullying, and follow it when bullying is reported
    - model appropriate behaviour consistently
- as a school we take bullying seriously, and students and parents/carers are assured that they will be supported when bullying is reported.
- it is accepted within the community that at Hazelwick bullying will not be tolerated
- parents/carers, students and staff have an understanding of the procedures that will be followed when a bullying incident comes to light
- appropriate support and advice will be offered to students who experience bullying

This policy follows all statutory guidance in relation to bullying.

4. What is bullying?

The Department for Education defines bullying as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally. It can happen inside or outside of school, such as on the way to school or in clubs and groups, as well as online or on social media.

Bullying may take many forms:

- verbal abuse, such as name calling and gossiping
- non-verbal abuse, such as hand signs or text messages
- emotional abuse, such as threatening or intimidating someone

- exclusion, such as ignoring or isolating someone
- undermining, by constantly criticising or spreading rumours
- racial or sexual bullying
- physical assaults, such as hitting and pushing
- online through social networking, or using mobile phones, also known as cyberbullying.

5. Prevention of Bullying

Hazelwick uses a variety of means to prevent and combat bullying. The key method is through the promotion of the school ethos via, for example:

  - Assemblies
  - School publications
  - Parents/Carers' meetings
  - The school rules
  - The Behaviour Policy and Procedures
  - The Rewards and Sanctions System

In addition, anti-bullying messages are communicated via, for example:

- the teaching of the Hazelwick curriculum including PSHE (Personal, Social, Health and Economic education) and VBE (Values, Beliefs and Ethics)
- tutorial work
- anti-bullying displays
- participation in National Anti-Bullying Week and Safer Internet Day
- the work of anti-bullying ambassadors

The anti-bullying agenda is supported by the school's systems, processes and organisation, for example:

- the work of the pastoral team and its external partners
- the consistent implementation of school policies and procedures, for example, in the areas of:

  - Child Protection
  - Behaviour
  - Safeguarding
  - Equal Opportunities

- the monitoring of behaviour around the site
- the staff duty system
- the senior staff support system
- the peer support offered by students, including 2-day team building trip for Year 7 to Lodge Hill

6. Procedures to be followed by Students and Parents/Carers

Reporting the incident:

- All bullying incidents should be reported to the Heads of Year:

  - The students concerned should tell the Heads of Year or another member of staff
  - Parents/carers should contact the Head of Year through one of the school offices
  - School staff should contact the Year Team directly

- Friends should be supportive by enlisting the help of the Heads of Year

Initial response:

- Bullying behaviour, or threats of bullying, will be investigated by the Heads of Year supported by senior members of the pastoral team and steps will be taken to ensure that the bullying stops quickly.
- Parents/carers will be informed about their child's involvement in a bullying incident and, if it is thought to be appropriate, they will be asked to attend a meeting to discuss the problem.

Strategies and sanctions

- Following investigation and confirmation of bullying behaviour, support strategies and/or sanctions may be appropriate for those involved. These might include:

    - Head of Year monitoring
    - Mentoring
    - Detentions
    - Withdrawal from lessons
    - Timetable changes
    - Admittance on behaviour change courses
    - Counselling
    - The implementation of multi-agency support

- Serious cases of bullying may lead to suspension
- Monitoring of the sanction and any follow up concerns will follow to support students
- Where necessary Child Protection procedures will be implemented
- If necessary and appropriate, the police will be consulted. The school may involve the police if, for example, there has been a serious physical assault or if the bullying is happening outside school.
- The Hazelwick Governing Body will monitor the school's Anti-bullying Policy and procedures through the work of the Curriculum and Standards Committee

Monitoring and follow-up:

- Members of the pastoral team will monitor all incidents and their resolution, checking whether there are on-going difficulties or issues for either party and intervening as necessary
- If possible, where and when it is appropriate, students will be reconciled and support will be given to rebuild appropriate relationships
- Where relevant, support will be provided to modify the behaviour of students involved in bullying incidents to prevent further incidents.

Recording and reporting:

- All reported incidents of bullying will be recorded by Heads of Year in the individual student's behaviour log and, in addition, in the school's Bullying Register. The Bullying Register will be administered by the Heads of Year and collated by the Head of Middle School
- Bullying sits under the remit of the Curriculum and Standards Committee of the Hazelwick Governing Body, and is discussed where relevant

7. Guidance and advice for students:

- If you are being bullied you should tell someone you trust. Talk to a friend or an adult
- Remember you are not the one with the problem!
- Do not react, and inform a member of staff

- Be assertive, walk away quickly and confidently, even if you do not feel that way inside
- Your safety is more important than your possessions. If you are in danger, don't hold on to them
- Tell the Head of Year or another member of school staff what is happening
- Tell a parent/carer what is happening

8. Guidance and advice for parents/carers.

- Possible signs and symptoms to look out for include the child:

    - being frightened of walking to or from school
    - not wanting to go on the school/public bus
    - changing their usual routine
    - begging to be driven to school
    - being unwilling to go to school
    - becoming anxious and withdrawn
    - harming or threatening to harm themselves
    - crying themselves to sleep at night/nightmares
    - feeling ill in the mornings
    - truanting
    - beginning to do poorly at school
    - coming home with clothes/books torn
    - having possessions 'go missing'
    - asking for money or stealing money
    - presenting cuts/bruises
    - coming home hungry (money/lunch has been stolen)
    - becoming withdrawn, lacking in confidence
    - becoming aggressive and unreasonable
    - bullying other children or siblings
    - giving improbable excuses for any of the above

Please discuss your concerns with the Heads of Year rather than worrying about whether you should take any action. Bullying may not be responsible for the changes that you have noticed, but there may be other causes that may need investigating.

Revision history

Document will be reviewed annually by the Curriculum & Standards Committee.

Version No	Effective date	Summary of changes
N/A	N/A	Previous updates not recorded for content change
1	October 2026	Wording in the strategies and sanctions section on page 3 changed from 'appropriate for the bully and victim' to 'appropriate for those involved'.

Appendix 1 – Sources for support and further information

www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying
www.childnet.com
www.stonewall.org.uk
The Equality Act 2010