Hartsfield JMI School

Anti-Bullying Policy

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Hartsfield School Anti-Bullying Policy

Introduction.
The purpose of this policy is to give a clear code of conduct for the use of all adults and children within Hartsfield School. It aims to promote an environment where everyone feels happy, safe, secure and respected.
This policy should be read in conjunction with, and acts alongside:

DfE guidance for "Behaviour in schools" (February 2024)
DfE "Keeping Children Safe in Education" (September 2026)
DfE "Prevent Duty for Schools" (2023)
Equality Act 2010 (as amended)
DfE "Preventing and Tackling Bullying" (July 2026)
Hartsfield Equality Policy
Behaviour Policy
Hartsfield Online Safety Policy
Hartsfield Child Protection and Safeguarding Policy
Hertfordshire suspension/ exclusion guidance

Rationale and ethos
At Hartsfield, bullying is deemed totally unacceptable. We expect every member of the school community to behave in a considerate and respectful way towards each other.

Acronyms
DSL- Designated Safeguarding Lead
DDSL- Deputy Designated Safeguarding Lead
PSHE- Personal Social Health and Economic education
SEND- Special Educational Needs or Disability

What is bullying?

Bullying is unwanted behaviour that involves one person feeling they have more power than another. We believe no child ever deserves to be bullied and it is not their fault that they are being bullied.

We consider bullying to be behaviour, ***usually repeated over time***, where a child or group of children intentionally hurt another individual or group, physically or emotionally. It is the repetitive nature that makes bullying different from poor/ inappropriate behaviour as described in our Behaviour Policy.

We acknowledge that children will encounter friendship problems from time-to-time and that this is different from bullying which involves an imbalance of power between individuals.

Bullying can take two forms; **actual hurt or perceived hurt and both are taken seriously.**
Bullying can take many forms but the four main types are:

- Physical – hitting, kicking, taking belongings

- Verbal – name-calling, insulting, making remarks on the basis of a person's race, sexuality, gender, religion, disability or sexual orientation. (see Appendix 1 for definitions of racial and sexual harassment, homophobic bullying and a list of protected characteristics)

- Indirect, social bullying– spreading nasty stories about someone, excluding someone from social groups.

- Cyber-bullying/ online bullying - e.g. offensive texting, inappropriate use of the internet or social media

We will always consider if bullying could be an indicator of extremism or radicalisation, in line with our Prevent training.

Bullying is a safeguarding concern to us as it could be indicative of child-on-child abuse and will be managed in accordance with the school's Safeguarding policy. Incidents involving sexual harassment, sexual violence or harmful sexual behaviour will be managed in accordance with KCSIE and Hartsfield's safeguarding procedures.

We will monitor if bullying is taking place on the basis of protected characteristics (see appendix 1), as described in our Equality Policy. We record any incidents of bullying on the basis of protected characteristics and hold it up to the community as wholly unacceptable by doing this.

We are mindful that if bullying of pupils with special educational needs or disabilities (SEND) were to take place then these children may find it difficult to let us know this. We will always be mindful that bullying of those with SEND can and does occur and we will be especially mindful of this and support pupils to communicate this with us.

What measures are in place to prevent bullying?

At Hartsfield we aim to prevent bullying behaviour through encouraging pupils:

- To build good relationships with others
- Model politeness and respect to children as adults in the school
- To discuss bullying issues in PSHE lessons and assemblies
- To resolve difficult situations without resorting to bullying or violence
- To ask for adult help in finding a way forward
- To feel confident reporting concerns to any trusted members of staff.

In keeping with the Equality Act 2010, we understand the need to tackle prejudice and promote understanding. Our teaching of the PSHE curriculum, involvement in Anti-bullying initiatives such as anti-bullying week and our work with charitable organisations such as NSPCC will cover this at an age-appropriate level.

We also have a variety of strategies in place to promote positive behaviour and minimise the chance of bullying occurring. These include:

- Buddy system

- School Council
- Suitable staffing ratios maintained
- Regular anti-bullying week events at school to raise awareness
- Assemblies to raise awareness
- Provide information for parents - for example on online bullying

How do we look for evidence that a pupil is being bullied?
In addition to any disclosures the child may make, we also look for the person:

- Being unusually quiet
- Being unusually aggressive
- Developing a negative attitude towards school or their work
- Self-harming (including eating disorders) as a way of coping with their feelings
- Depression and anxiety
- Reports of change in sleeping patterns
- Lowering in self-esteem

Recording occurrence of bullying
Any form of bullying will be treated seriously. The school will make it clear that bullying and racist behaviour is unacceptable and will not be tolerated. All such incidents will be responded to immediately. All incidents of perceived or actual bullying will be logged and reported to the Headteacher (DSL) and DDSLs using our CPOMS digital system. Any incidents that could be an indicator of extremism or radicalisation will be reported to the appropriate authorities. The school may take action in respect of bullying that occurs online or outside school where it has an impact on a pupil's welfare, safety or education within school; we will expect to work with parents to resolve these issues outside of school.

Measures for countering bullying of any type at Hartsfield
We will take necessary steps to deal with all forms of bullying (perceived or actual) including physical, verbal, indirect bullying and cyber-bullying (as described above.)

- All cases will be treated as a serious disciplinary matter. The Headteacher will consider if an exclusion is indicated for the most extreme cases, in line with our Behaviour Policy.
- When incidents of bullying are alleged, a member of the teaching team will investigate the viewpoints of all involved - both victim and perpetrator. The viewpoints of independent witnesses will also be sought, when available
- All viewpoints will be recorded on CPOMS under the category of "Bullying"
- Parents will be informed of any bullying that is discovered by or to their child, so that school and families can work together to support the child involved
- Disciplinary action will be taken in the form of protective and/or educational consequences. Appropriate consequences will be decided upon in order to protect and educate those involved. Restorative conversations will be conducted, where they could be deemed helpful.

- The emotional impact on the pupils will be considered and support given where needed. The conduct of both victim and perpetrator will be monitored after the event to ensure against recurrence.
- Details of incidents will be recorded and monitored by DSLs for safeguarding to identify any possible patterns of behaviour.
- Data regarding all incidents of bullying is collated by the school and shared with the Governing Body. Monitoring of this data by the Headteacher forms a basis for any future actions or training within school.

Procedures for monitoring, evaluation and review

This policy will be reviewed as appropriate to reflect any updates or changes necessary in line with National guidelines. The Senior Leadership Team is responsible for monitoring the effectiveness of the policy.

Complaints procedure

For full details see the school's complaints procedure on our web site.

Appendix 1:

Protected Characteristics
The following protected characteristics, as defined by the Equality Act 2010, include:

Disability
Gender
Pregnancy and maternity
Race
Religion or belief
Sex
Sexual orientation

Harassment or victimisation on the grounds of any of these characteristics is unlawful and will be acted upon by the school.

Definition of Racial Harassment
Racial harassment is any act or expression which causes harm or offence, directed by a member of one racial or ethnic group to others where the motivation or effect is to create racial dislike or hatred.

Incidents may include:
1. Threatened or actual physical assault.
2. Verbal abuse.
3. Expression of prejudice calculated to offend others, or to influence the behaviour of others.
4. Racist graffiti (on school furniture, walls or books)
5. Distributing racist literature
6. Wearing of badges or symbols belonging to known racist organisations.
7. Name calling.
8. Teasing in relation to language, religion or cultural background.

It is important to recognise that:

- racial harassment may be one aspect of an incident which also has other dimensions
- teachers may need to deal with comments made by parents or other adults as well as by children
- incidents may involve group as well as individual behaviour
- such incidents are often part of more complex interactions which may take place in school – for example, an argument about friendships may lead to racist insults
- racist incidents are not always explicit – for example, a pupil may be called 'smelly' and behind such insults may lie a racist element
- racist behaviour can include for example the telling of racist jokes
- acts or expressions may include negative body language – for example, the refusal to sit next to, or work with, someone of a different racial or ethnic group
- pupils may be offended by the racist behaviour of other pupils
- racial harassment is not based on intentionality, whether or not the perpetrator intended to harass, or understands the racist content of what she/he has done,

effects of the harassment must be dealt with. The perspective of the child/adult who has been harassed should be given particular attention.

Definition of Sexual Harassment
Sexual harassment is unsolicited, unwanted, unwelcome and unreciprocated behaviour (sometimes of a sexual nature or with sexual overtones) towards people in less powerful positions.

e.g.

- jokes about dress/appearance behaviour
- offensive visual material
- offensive printed material
- graffiti
- verbal abuse
- offensive gestures / facial expressions
- unwanted physical contact
- physical abuse (threatened or actual)

Sexual harassment is not based on intentionality, (whether or not the perpetrator intended to harass, or understands the sexist content of what she/he has done) rather that the effects of the harassment must be dealt with. The perspective of the child/adult who has been harassed should be given particular attention.

Bullying related to sexual orientation or gender identity
There are a number of people who may be affected by homophobic bullying. Some pupils may encounter or perceive difficulties because they do not follow rigid gender stereotypes.

Homophobic incidents are recognised and challenged by all members of staff. They may be recorded and monitored in order to measure and manage change over time through education of the perpetrators.

Bullying on the basis of Disability or Learning Need (SEND)
People with a learning disability often may experience bullying behaviour because they are seen as different. They may be targeted for:

- Speaking or moving differently
- Showing emotions differently
- Having specialist equipment and support

They may be targeted with offensive words that refer to the person's condition in a negative way.