ANTI – BULLYING POLICY

Anti-Bullying Statement

At Holmleigh School, we are committed to ensuring that every child has an equal opportunity to learn, develop, and fulfil their potential in a safe, inclusive, and supportive environment.

We believe that discrimination, prejudice, and intolerance—including racism, sexism, discrimination based on disability, religion or belief, sexual orientation, gender identity, or socio-economic background—have a harmful impact on children's personal, social, and emotional development. Such attitudes also create barriers to learning and achievement.

We are committed to promoting equality, celebrating diversity, and fostering respect for all members of our school community. Every child has the right to feel valued, included, and to develop a positive sense of self. As educators, support staff, parents, and carers, we all share the responsibility of creating an environment where every child feels safe, respected, and able to thrive.

Our Commitment

Holmleigh School has a zero-tolerance approach to bullying. We are committed to preventing all forms of bullying and will actively monitor, record, and respond to incidents in accordance with this policy. We work proactively with pupils, staff, parents, and carers to promote positive relationships and prevent bullying from occurring.

What is Bullying?

Bullying is behaviour that is intended to cause hurt or distress. It is usually characterised by three key elements:

- It is deliberate and intended to cause harm.
- It is repeated over a period of time.
- It involves an imbalance of power, making it difficult for the person being bullied to defend themselves.

Why Bullying Can Be Difficult to Identify

Bullying is not always obvious and may be difficult to recognise because:

- It often occurs when adults are not present or are unable to observe it.

- One child may encourage or direct another to bully on their behalf.
- Children may feel frightened, embarrassed, or reluctant to report bullying.
- It may consist of a series of seemingly minor incidents that, over time, have a significant emotional impact.

For these reasons, everyone within the school community has a responsibility to remain vigilant and report any concerns promptly.

Types of Bullying

Bullying can take many forms, including:

Physical Bullying

- Hitting, kicking, pushing, tripping, damaging property, or taking belongings.

Verbal Bullying

- Name-calling, insults, taunting, threats, racist, sexist, homophobic, biphobic, transphobic, or other discriminatory language.

Indirect (Relational) Bullying

- Spreading rumours, excluding someone from friendships or activities, malicious teasing, making hurtful comments about a person's appearance or characteristics, or encouraging others to exclude or intimidate someone.

Cyberbullying

- Using mobile phones, social media, online games, messaging services, or other digital platforms to send or post hurtful, threatening, or false messages, share images without consent, or deliberately exclude or humiliate others online.

At Holmleigh School, every report of bullying is taken seriously. We encourage pupils to speak to a trusted adult if they are worried about themselves or someone else. All concerns will be listened to, investigated promptly, and dealt with fairly and sensitively to ensure that every child feels safe, supported, and respected.

What Bullying Is Not

Bullying is different from the occasional disagreements that can happen between children. Bullying does **not** usually include:

- A one-off disagreement or argument.
- An isolated playground incident or quarrel.
- Friends falling out or having a temporary disagreement.
- A single act of unkindness, although this should still be addressed appropriately.

While these behaviours may not be bullying, they are still taken seriously and dealt with in line with the school's behaviour policy.

If a Member of Staff Has Concerns About Bullying

Any member of staff who believes a child may be experiencing bullying should:

- Listen carefully to the child and take their concerns seriously.
- Record the concern where appropriate.
- Report the matter promptly to the class teacher, Headteacher, or a senior member of staff.
- Continue to monitor the child's wellbeing and report any further concerns.

If You Are a Pupil and Feel You Are Being Bullied

If you think you are being bullied:

- Tell a trusted adult as soon as possible.
- Speak to a teacher, teaching assistant, the Headteacher, another member of staff, or tell your parent or carer so they can contact the school.
- A member of staff will listen to you, explain what will happen next, and take appropriate action.
- If the bullying continues or you are still worried, tell an adult again. It is important to keep speaking up until the situation is resolved.

At Holmleigh School, every concern is taken seriously, and we will work to ensure that all pupils feel safe, supported, and listened to.

If You Are a Parent or Carer

If you believe your child is being bullied:

- Contact your child's class teacher as soon as possible.
- The school will investigate the concern in accordance with this policy and keep you informed throughout the process.
- Please allow the school the opportunity to investigate and resolve the issue rather than approaching other children or families directly.
- Remain calm and reassure your child that they have done the right thing by speaking up.
- If you remain concerned after speaking with the class teacher, please contact the Headteacher.

The school can also provide advice and support to families whose child has experienced bullying or whose child has bullied others.

If you believe your child may be displaying bullying behaviour, please speak to the Headteacher. We will work with you to understand the reasons for the behaviour and provide appropriate support to help your child make positive changes.

Our Commitment

Holmleigh School is committed to:

- Promoting an open culture where bullying is discussed and challenged.
- Raising awareness of bullying and encouraging pupils to report concerns.
- Monitoring incidents of bullying and responding promptly and effectively.
- Working in partnership with parents and carers.
- Supporting pupils who have experienced bullying.
- Supporting pupils who have displayed bullying behaviour to understand the impact of their actions and make positive changes.

Through this commitment, we will:

- Work proactively to reduce the incidence of bullying.
- Investigate all reported incidents fairly and promptly.
- Take appropriate action to stop bullying and prevent it from recurring.
- Support everyone involved to achieve a positive and lasting resolution.

Procedures for Staff

Bullying can be complex and is not always straightforward to resolve. Every report must be taken seriously and dealt with promptly, fairly, and consistently.

When a member of staff believes a child may be experiencing bullying, they should:

- Listen carefully to the child and allow them to explain their concerns.
- Make an accurate record of the information provided.
- Discuss with the child the actions that may be taken.
- Keep the child informed throughout the process.
- Continue to monitor the situation.

Depending on the circumstances, appropriate actions may include:

- Speaking separately with the pupil displaying bullying behaviour.
- Meeting with both pupils, where appropriate and safe to do so.
- Recording and monitoring the incident over an agreed period.
- Contacting one or both sets of parents or carers.
- Implementing appropriate support and restorative approaches.
- Applying sanctions in line with the school's Behaviour Policy where necessary.

Where bullying continues or is considered serious:

- The matter must be referred to the Headteacher or a senior member of staff.
- A clear action plan will be agreed.
- Parents or carers will normally be invited to meet with the school.
- Follow-up meetings will be arranged to review progress and ensure the bullying has stopped.

Responsibilities

Parents and Carers

Parents and carers are expected to:

- Ensure their child attends school regularly, punctually, and is ready to learn.
- Support their child's learning by encouraging good attendance, completing homework, and establishing positive routines.
- Promote respectful behaviour at home and reinforce the school's values.
- Work in partnership with school staff to support their child's education and wellbeing.
- Encourage their child to value diversity, treat others with kindness and respect, and reject all forms of discrimination.

Pupils

Pupils are expected to:

- Follow the school's rules and values.
- Behave responsibly and respectfully towards others.
- Work hard and allow others to learn without disruption.
- Be honest, kind, and considerate.
- Report any concerns about bullying or unkind behaviour to a trusted adult.

Teachers and Support Staff

Teachers and support staff are expected to:

- Safeguard the welfare of every child.
- Treat all pupils fairly, consistently, and with respect.
- Provide a safe, inclusive, and stimulating learning environment.
- Recognise and respond to the individual needs of every pupil.
- Support every child to achieve their full potential.
- Work closely with parents and carers to promote pupils' wellbeing, learning, and positive behaviour.

Code of Conduct for Parents and Visitors

Holmleigh School welcomes parents, carers, and visitors who wish to participate in school events, meet with the Headteacher or members of staff, and play an active role in school life. We value the positive contribution that parents and visitors make to our school community.

To ensure the safety, wellbeing, and smooth running of the school, all visitors are expected to follow this Code of Conduct. Permission to visit the school is normally granted by appointment and is at the discretion of the Headteacher.

Expectations for All Visitors

- All visitors must arrange an appointment before coming onto the school site, unless attending a pre-arranged school event.
- On arrival, all visitors must report to the school office, sign in, and wear a visitor's badge at all times while on the premises.
- Visitors must treat all members of the school community and the school environment with courtesy and respect.
- Visitors must not enter classrooms or other teaching areas without prior permission, or disrupt teaching and learning.
- Smoking (including vaping), alcohol, illegal drugs, or being under the influence of alcohol or drugs are strictly prohibited on school premises.
- Visitors must follow any instructions given by school staff regarding health, safety, and safeguarding procedures.

Standards of Behaviour

Holmleigh School is committed to providing a safe, respectful, and inclusive environment for everyone. The following behaviour will not be tolerated:

- Abusive, threatening, or offensive language.
- Physical violence, intimidation, or aggressive behaviour.
- Racist, discriminatory, or discriminatory remarks or actions of any kind.
- Harassment, bullying, or behaviour that causes distress to others.

Any such incidents should be reported immediately to the Headteacher or a member of staff. Individuals displaying unacceptable behaviour may be asked to leave the school premises immediately and, where appropriate, further action may be taken.

Concerns and Disputes

Parents and visitors must not confront or challenge members of staff, pupils, or other parents on the school site or at the school gates. Any concerns or disagreements should be raised calmly and respectfully with the Headteacher, who will address the matter in accordance with the school's Complaints Procedure.

In exceptional circumstances where there is a dispute regarding access to the school site, the matter will be managed in line with the school's Complaints Procedure and any other relevant school policies.

By working together respectfully, we can maintain a safe, welcoming, and positive environment where every child can thrive.