The Haberdashers' West Midlands Academies Trust (HWMAT)

Haberdashers' Abraham Darby

Haberdashers' Adams

ANTI-BULLYING POLICY
2026-2029

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Named Responsibility of Policy	Mrs. E Moss – Deputy Head (Pastoral) – HA Mrs. C Price – Senior Vice Principal - HAD
	Sep 2026, minor changes to wording and links
Date of Policy	September 2026
Date of next Review	September 2029
Governor Accountability	Staff and Pupil Welfare Committee
This policy will be readily accessible to Parents/Carers/Staff/Visitors/Members of the Public through the school websites	

COMMITMENT TO REVIEW

This Policy will be monitored and reviewed every three years by the relevant policy owner named and evaluated and approved by the Governing Body on a three-year cycle, and/or in the light of changes/updates to National Curriculum requirements and/or DfE guidance/regulations/procedures

This policy is based on and considers the following DfE statutory guidance:
"Preventing and Tackling Bullying"
"Keeping Children Safe in Education"
"Working together to safeguard children 2026:"
"Preventing and tackling the bullying and harassment of school staff"

1. Policy objectives

- This policy outlines what the schools within the Haberdashers' West Midlands Academies Trust (HWMAT) will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community with regard to both schools.
- Haberdashers' Abraham Darby and Haberdashers' Adams are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2. Links with other school policies and practices

- This policy links with several school policies, practices and action plans including:
  - Behaviour policy
  - Complaints policy
  - Child protection and Safeguarding policy
  - Health and Safety policy
  - Special Educational Needs and Disability policy

3. Links to legislation

- There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

4. Responsibilities

- It is the responsibility of:
- The Principal/Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently, and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility in each school.
- Governors to take a lead role in monitoring and reviewing this policy, namely the Trust's Staff and Pupil Welfare Committee.
- All staff, including governors, senior leadership, teaching, and support staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school in accordance with the Home-Academy/Home-School Agreement.
- Pupils to abide by the policy.

5. Definition of bullying

- Bullying can be defined as "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally." (DfE "Preventing and Tackling Bullying," July 2017)
- Bullying can include (but is not restricted to) name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include but is not restricted to sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the Trust as being a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

6. Forms and types of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying including (but not restricted to):
    - Bullying related to physical appearance
    - Bullying of young carers, children in care or otherwise related to home circumstances
    - Bullying related to physical/mental health conditions.
    - Physical bullying
    - Emotional bullying
    - Sexual bullying
    - Bullying via technology, known as online or cyberbullying
    - Prejudicial bullying (against people/pupils with protected characteristics):
        - Bullying related to race, religion, faith, and belief and for those without faith
        - Bullying related to ethnicity, nationality, or culture
        - Bullying related to Special Educational Needs or Disability (SEND)
        - Bullyingrelated to sexual orientation (homophobic/biphobic bullying)
        - Gender based bullying, including transphobic bullying
        - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

7. School ethos

- Haberdashers' Abraham Darby and Haberdashers' Adams recognise that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.
- By effectively preventing and tackling bullying our schools can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.
- **Both schools within the Trust:**
    - Monitor and review our anti-bullying policy and practice on a regular basis.
    - Support staff to promote positive relationships to help prevent bullying.
    - Recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND, EAL and ethnic diverse groups. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
    - Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
    - Ensure our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti- bullying policy.
    - Requires all members of the community to work with their respective school to uphold the anti-bullying policy.
    - Recognise the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
    - Will deal promptly with grievances regarding the school response to bullying in line with their complaints policy.
    - Seek to learn from good anti-bullying practice elsewhere.
    - Utilise support from the Local Authority and other relevant organisations when appropriate.

8. Responding to bullying

- The following steps may be taken when dealing with all incidents of bullying reported to the school:
    - If bullying is suspected or reported, the incident will be dealt with swiftly by the member of staff who has been approached or witnessed the concern.
    - The schools will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision- making, as appropriate.
    - The Principal/Headteacher, Vice Principal/Deputy Head (Pupil Welfare), Designated Safeguarding Leads (DSL)/Head of House or another member of the senior leadership team may interview all parties involved.
    - The DSL, where applicable will be informed of all bullying issues where there are safeguarding concerns.
    - The schools, where appropriate will speak with and inform other staff members, where appropriate.
    - The schools will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with the child protection and safeguarding policy.
    - Sanctions, as identified within the schools' behaviour policy, and support will be implemented in consultation with all parties concerned.
    - If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
    - Where the bullying of or by pupils takes place off either school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated, where appropriate. If required, the DSL will collaborate with other schools and organisations. Appropriate action will be taken, including providing support and implementing sanctions in either school in accordance with this policy and the schools' behaviour policy.
    - A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

- When responding to cyberbullying concerns, the schools will:
    - Act as soon as an incident has been reported or identified.
    - Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
    - Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
    - Take all available steps where possible to identify the person responsible. This may include:
        - looking at use of the school systems.
        - identifying and interviewing possible witnesses.
        - contacting the service provider and the police, if appropriate.
    - Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
        - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
        - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law on searching, screening and confiscation and the school's behaviour policy
        - Requesting the deletion of locally held content and content posted online if:
            - they contravene the relevant school's behaviour policy.
            - Ensure that sanctions are applied to the person responsible for the cyberbullying.
        - the schools will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
        - Inform the police if a criminal offence has been committed.

        - Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:

- advising those targeted not to retaliate or reply.
- providing advice on blocking or removing people from contact lists.
- helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils

- Pupils who have been bullied will be supported by:
    - Reassuring the pupil and providing continued pastoral support.
    - Offering an immediate opportunity to discuss the experience with their mentor/form tutor, the designated safeguarding lead, or a member of staff of their choice.
    - Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
    - Working towards restoring self-esteem and confidence.
    - Providing ongoing support; this may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
    - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

- Pupils who have perpetrated bullying will be helped by:
    - Discussing what happened, establishing the concern and the need to change.
    - Informing parents/carers to help change the attitude and behaviour of the child.
    - Providing appropriate education and support regarding their behaviour or actions.
    - If online, requesting that content be removed and reporting accounts/content to service provider.
    - Consequences may be used, in line with school's behaviour policy; this may include official warnings/concerns, detentions, removal of privileges (including online access when encountering cyberbullying concerns), isolations and suspensions or permanent exclusions.
    - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

Supporting adults

- Our schools take measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents, or other staff members, is unacceptable.

- Adults who have been bullied or affected will be supported by:
    - Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Principal/Headteacher.
    - Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
    - Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour policy.
    - Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
    - Reassuring and offering appropriate support.
    - Working with the wider community and local/national organisations to provide further or specialist advice and guidance.
    - Where a crime has been committed, reporting this to the police.

- Adults who have perpetrated the bullying will be supported by:
    - Discussing what happened with a senior member of staff and/or the Principal/Headteacher to establish the concern.
    - Establishing whether a legitimate grievance or concern has been raised and

- Signposting to the school's official complaints procedures
- If online, requesting that content be removed.
- Instigating disciplinary, civil, or legal action as appropriate or required.

9. Preventing bullying

Environment

- The Trust, through its school environments, will:
    - Create and support an inclusive environment which promotes a culture of mutual respect, consideration, and care for others, which will be upheld by all.
    - Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child-on-child abuse).
    - Recognise the potential for children with SEND to be disproportionally impacted by bullying and will implement additional pastoral support as required.
    - Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as (previously) looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality, or appearance related difference.
    - Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination, and respect towards others.
    - Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
    - Work with staff, the wider community, and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
    - Actively create "safe spaces" for vulnerable children and young people.
    - Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

- The Trust's school communities will:
    - Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
    - Regularly update and evaluate practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
    - Take appropriate, proportionate, and reasonable action, in line with existing school policies, for any bullying bought to the schools' attention, which involves or effects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
    - Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
    - Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

- The Trust will:
    - Train all staff, including teaching staff, support staff (e.g., administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
    - Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
    - Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
    - Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week

    - Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

10. Involvement of pupils

- **The Trust will:**
    - Involve pupils to ensure that they understand their schools' approach and are clear about the part they play in preventing bullying.
    - Ensure that all pupils know how to express worries and anxieties about bullying.
    - Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
    - Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
    - Utilise pupil voice in providing pupil led education and support
    - Publicise the details of internal support, as well as external helplines and websites.
    - Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

11. Involvement and liaison with parents and carers

- **The Trust will**:
    - Take steps to involve parents and carers to ensure they are aware that their respective school does not tolerate any form of bullying.
    - Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school's website
    - Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
    - Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
    - Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
    - Ensure all parents/carers know about their school's complaints procedure and how to use it effectively in order to raise concerns in an appropriate manner.

12. Monitoring and review: putting policy into practice

- The schools within the Trust will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The Principal/Headteacher will be informed of bullying concerns, as appropriate.

13. Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice- schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of- practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion, and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody- campaign-posters