



Haileybury Bhaluka

Countering Bullying Policy

HBB-POL-18 | Academic Year 2026–27

Policy reference	HBB-POL-18
Version	2026–27 v1.0
Policy date	October 2026
Date of next review	August 2027
Policy owner	Headmaster
Policy lead	Assistant Head: Student Welfare
Reviewed by	Leadership Team (LT) and Education and Safeguarding Committee
Approved by	Board of Governors
Intended audience	Pupils, parents and staff
Location	Staff Portal, Parent Portal and pupil portal
Related policies	Safeguarding and Child Protection Policy (HBB-POL-01); Suicide and Self-Harm Risk Policy (HBB-POL-02); Boarding Policy (HBB-POL-04); ICT and AI Acceptable Use Policy (HBB-POL-08); Behaviour Policy (HBB-POL-17); Searching and Confiscation Policy; Equal Opportunities for Pupils Policy; Staff Code of Conduct

1. Aims

- 1.1 Haileybury Bhaluka does not tolerate bullying of any kind. Every pupil has the right to feel safe, valued and happy, in lessons, in their House, online and at weekends.
- 1.2 This policy aims to:
 - make clear what bullying is and that it is never acceptable;
 - prevent bullying through education, supervision and a culture of kindness;
 - make sure pupils know how to report bullying and are confident that they will be listened to;
 - make sure that every report is dealt with promptly, fairly and consistently, with support for everyone involved.
- 1.3 This policy includes online bullying (cyberbullying), which was previously covered by a separate policy.

2. What bullying is

- 2.1 Bullying is behaviour by an individual or a group, usually repeated over time, that deliberately hurts another person physically or emotionally. It often involves an imbalance of power, which makes it hard for the person being bullied to defend themselves.
- 2.2 Bullying can take many forms, including:
 - **Physical:** hitting, pushing, or taking or damaging belongings.

- **Verbal:** name-calling, insults, threats, or persistent teasing.
- **Emotional or relational:** deliberately leaving someone out, spreading rumours, making false accusations, or turning others against someone.
- **Online:** any of the above using phones, social media, messaging apps, group chats or games (see section 3).
- **Prejudice-based or discriminatory:** targeting someone because of their race, nationality, culture, religion or faith, sex, gender, sexual orientation, special educational needs or disability, appearance or family circumstances.
- **Sexual:** unwanted sexual comments, jokes, gestures or touching, or pressure to share images. Sexual harassment is also child-on-child abuse and is always reported to the DSL.

2.3 A single serious incident may not be bullying, but it can still be child-on-child abuse and must be reported and dealt with. Falling out and disagreements between friends are a normal part of growing up and are not usually bullying, but staff still help pupils to resolve them.

3. Online bullying

3.1 Online bullying can happen at any time, can reach a large audience quickly and can be hard to escape. It includes:

- sending or posting hurtful messages, images or videos;
- deliberately excluding someone from group chats or online games;
- impersonating someone or using their accounts;
- creating or sharing altered or AI-generated images, video or audio of another person ("deepfakes");
- sharing private information or images without permission.

3.2 The School acts on online bullying that affects its pupils, even when it happens out of school hours or during the holidays. Staff may search devices in line with the Searching and Confiscation Policy.

Staff must never view, copy, forward or save an image they suspect is a nude or semi-nude image of a pupil. They must report it to the DSL at once, as set out in the Safeguarding and Child Protection Policy.

4. Bullying in boarding

4.1 Pupils live together in boarding Houses, which brings particular risks: bullying can happen in dormitories, in the evening and at weekends, when fewer adults are present. To reduce these risks:

- HMs and boarding staff know their pupils well and watch for changes in friendships, mood and routine;
- room and dormitory allocations are made with care and reviewed when concerns arise;
- evening and night-time supervision follows the Boarding Policy;
- new boarders are given a buddy and checked on regularly during their first weeks;
- House prefects are trained to spot and report bullying.

4.2 Pupils can also speak to the School Counsellor or to Health Centre staff, who are outside the House structure.

5. Preventing bullying

5.1 The School works to prevent bullying by:

- teaching about kindness, respect, healthy relationships and online safety in the Wellbeing and Tutorial programme, assemblies and House meetings;
- holding an anti-bullying week each year in T1;
- surveying pupils about bullying and their wellbeing at least once a year, including in the boarding survey, and acting on the results;

- using records to identify places, times and groups where bullying is more likely, and adjusting supervision accordingly;
- training all staff at induction and every year to recognise and respond to bullying;
- involving pupil leaders, the School Senate and prefects in finding solutions;
- thinking carefully about seating plans and groupings in lessons and activities.

6. Reporting bullying

- 6.1 Pupils who are being bullied, or who see bullying happen, should tell an adult they trust. This could be their Tutor, HM, any teacher, the School Counsellor, the School Doctor or Health Centre staff, or a prefect, who will pass it on. Pupils who stay silent when they see bullying allow it to continue, so all pupils have a duty to report it.
- 6.2 Pupils can also report bullying confidentially, including anonymously, through the routes publicised in Houses and on the pupil portal.
- 6.3 Parents who are worried that their child is being bullied, or is bullying others, should contact their child's Tutor or HM.

7. How staff respond

- 7.1 Any member of staff who sees or hears about bullying must:
 - listen to the pupil, reassure them that they were right to report it, and take it seriously;
 - make sure the pupil is safe;
 - record the concern on CPOMS the same day and tell the pupil's Tutor and HM;
 - report it to the DSL at once if it involves child-on-child abuse, sexual harassment, prejudice, serious harm, or any risk to a pupil's safety.
- 7.2 The HM or Tutor investigates, with the Assistant Head: Student Welfare for serious or persistent cases. Everyone involved is spoken to separately, and what they say is recorded. The parents of the pupils involved are informed.
- 7.3 An action plan is agreed. It sets out what will happen to keep the pupil safe, what support each pupil will receive, and when the situation will be reviewed. The HM checks with the pupil who was bullied after one week and again later in the term to make sure the bullying has stopped.
- 7.4 Restorative approaches can help pupils to repair harm and rebuild relationships. They are used only when the pupil who was bullied agrees, and never where there is a significant imbalance of power or in cases of sexual violence or sexual harassment.

Support

- 7.5 Pupils who have been bullied are offered support, which may include a safety plan, regular check-ins and help from the School Counsellor. Pupils who have bullied others are helped to understand the effect of their behaviour and to change it, and the School considers whether they have unmet needs of their own.

8. Sanctions

- 8.1 Sanctions follow the Behaviour Policy (HBB-POL-17). Bullying is normally a Level 3 matter. Serious or persistent bullying may lead to suspension or permanent exclusion.

9. Recording and monitoring

- 9.1 All bullying incidents are recorded on CPOMS. The Assistant Head: Student Welfare reviews the records each term, looking for patterns by pupil, group, House, place, time and type of bullying (including prejudice-based bullying), and reports to the Leadership Team.
- 9.2 The number and type of bullying incidents, and the action taken, are reported termly to the Education and Safeguarding Committee.

10. Roles and responsibilities

- **The Board of Governors**, through the Education and Safeguarding Committee and the Safeguarding Governor, makes sure that this policy is effective and reviews it each year.
- **The Headmaster** makes sure that the policy is followed and decides on serious sanctions.
- **The Assistant Head: Student Welfare** leads the policy, oversees serious cases, and monitors and reports on bullying.
- **The DSL** deals with any case that is also a safeguarding matter.
- **HMs and Tutors** investigate and respond to reports, support the pupils involved and keep parents informed.
- **All staff** watch for signs of bullying, challenge it and report it.
- **Pupils** treat others with kindness and respect, and report bullying when they see it.
- **Parents** support the School's approach, including when their own child has bullied others, and tell the School about any concerns.

11. Signs that a pupil may be being bullied

- 11.1 A pupil may show some of the following signs. None of them proves that bullying is happening, but staff and parents who notice them should talk to the pupil and tell the Tutor or HM:
- becoming withdrawn, anxious or lacking in confidence;
 - changes in routine, such as avoiding meals, the common room or certain places;
 - unexplained injuries, or damaged or missing belongings;
 - reluctance to go to lessons, activities or back to the House;
 - changes in sleep or eating, or frequent visits to the Health Centre;
 - becoming upset or secretive after using a phone or computer, or suddenly avoiding devices;
 - a drop in the quality of work.

12. How parents can help

- Talk to your child about this policy and about how to stay safe online.
- Help your child to build confidence and self-esteem, and model calm, respectful behaviour.
- Encourage your child to tell an adult if they are bullied or see someone else being bullied.
- Contact the Tutor or HM as soon as you have a concern. Please do not contact other pupils or their families directly.
- Take an interest in your child's online life and in the apps and group chats they use.

13. Further information

- 13.1 The following organisations offer useful advice for pupils, parents and staff:
- Anti-Bullying Alliance: anti-bullyingalliance.org.uk
 - Kidscape: kidscape.org.uk
 - Childnet International: childnet.com
 - CEOP Education (Thinkuknow): thinkuknow.co.uk

14. Review record

Summary of changes (October 2026 review)

Area	Change made
Dates	Policy date October 2026 (the previous version was published in February 2024 and was due for review in February 2025); next review August 2027.

Area	Change made
Title	"Anti-bullying Policy" renamed Countering Bullying Policy, the title used in the other revised policies.
Online bullying	The separate Cyberbullying Policy is now included as section 3, covering group chats, impersonation and AI-generated images, with the rule on suspected nude images.
Boarding and co-education	New section on bullying in boarding Houses. Day-school references removed (bus supervision, Head of Year, Head of Key Stage, Senior Teacher (Pastoral)) and replaced with HMs, Tutors and the Assistant Head: Student Welfare.
Safeguarding	Links to child-on-child abuse and sexual harassment (KCSIE 2026); incidents recorded on CPOMS; restorative approaches not used where there is an imbalance of power or sexual harassment.
Monitoring	Termly analysis of records by the Assistant Head: Student Welfare and termly reporting to the Education and Safeguarding Committee; annual pupil survey.
Appendices	Signs of bullying and advice for parents brought into the main policy. Resources updated: Beat Bullying (closed) and Digizen removed.
Format	Moved to the standard policy template.

Version history

Date	Version	Reviewed by	Notes
February 2024	2023-24	Project Action Team (SOG)	Original Anti-bullying Policy
October 2026	2026–27 v1.0	Headmaster (SOG)	Full review: dates, statutory references, roles and consistent Haileybury Bhaluka policy format

Approved by the Board of Governors	
Signed (Chair of Governors)	
Date	