



Co-headteachers: Kerrie L Clowes MA BA (Hons) PGCE NPQH/ Emma E Doyle BA (Hons) PGCE NPQH  
Deputy head: Sarah L Booker BA (Hons) QTS  
Assistant head: Joel M Edwards MA BA(Hons) QTS

Scrooby Road, Harworth, Doncaster, South Yorkshire, DN11 8JT

Tel: 01302 742477

Email: [office@harworth.snmat.org.uk](mailto:office@harworth.snmat.org.uk)

# Anti-Bullying Policy

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*October 2025*

*Review date: October 2026*

## Harworth Church of England Academy





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## Anti-bullying Policy

At Harworth Church of England Academy, our vision for every member of our school family is to **"gain a heart of wisdom"** each day (Psalm 90:12). This wisdom is not only academic but moral, emotional, and spiritual — guiding our pupils to act with compassion, respect, and courage in all relationships. Our approach to anti-bullying is rooted in this vision: we teach children to live wisely by **Amazing** with kindness, **Achieving** personal growth through empathy and understanding, and **Aspiring** to create a safe, inclusive community for all. In line with the national curriculum and our Christian ethos, we equip pupils with the emotional literacy and resilience to stand up against bullying in all its forms. Through PSHE, collective worship, and a whole-school culture of respect and responsibility, we ensure our pupils know their worth, respect difference, and are empowered to seek justice and peace in their everyday lives.

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010.

Harworth Church of England Academy promotes values which reject bullying behaviour and promote co-operative behaviour. Tackling bullying matters.

***"The core purpose of any Church school is to maximise the learning potential of every pupil within the love of God."***

*Taken from Valuing All God's Children: Guidance for Church of England Schools on Challenging Homophobic Bullying. May 2014*

***"Church of England schools have at their heart a belief that all children are loved by God, are individually unique and that the school has a mission to help each child fulfil their potential in all aspects of their personhood: physically, academically, socially, morally and spiritually. Schools have a duty to try to remove any factor that might represent a hindrance to a child's fulfilment. We want all pupils to engage in learning in a safe and welcoming ethos."***

*Taken from Valuing All God's Children: Guidance for Church of England Schools on Challenging Homophobic Bullying. May 2014*



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This should be read alongside our policies on Equality and Diversity, Special Educational Needs and Behaviour and Safeguarding.

Approved and adopted: March 2024

Review Date: March 2025

## SIGNATURES

**Pupils via the School Parliament** .....

**Senior member of staff with responsibility for Anti-bullying:** .....

**Governor with responsibility for Anti-bullying:** .....

**Headteacher** .....

**Chair of Governors** .....

## Statement of Intent

Harworth Church of England Academy is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher or a member of the senior leadership team. A clear account of the incident will be



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recorded on CPOMS. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

## What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At Harworth Church of England Academy our definition of bullying is:

***“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”***

## Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

**Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.**

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.



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National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

## Types of bullying behaviour

Bullying can take many forms:

- **Emotional** - being unfriendly, excluding, tormenting, threatening behaviour
- **Verbal** - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Extortion** - demanding money/goods with threats
- **Online** – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact, sexually abusive comments
- **Homophobic or biphobic** - bullying because of sexuality or perceived sexuality
- **Transphobic** – because of gender identity or perceived gender identity

## Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/ pupil friendly version of our policy.



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- Using assemblies and time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, playground 'Peacemakers' and class 'Anti-bullying officers'.
- Securing the safety of the target of bullying.
- Taking actions to stop the bullying from happening again.
- Whole school learning - reflection on what we have learnt.
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Sending clear messages that the bullying must stop.
- Working with both parties to find solutions. Identify the most effective way of preventing re-occurrence and any consequences.
- Reflecting and learning from bullying episodes – consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular online safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. nurture group, lego therapy.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

## Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.



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Our school has clear and well published systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

The children are taught the 'NO! GO! TELL!' system whereby children:

- Say NO! to bullying
- GO! To a trusted adult
- TELL! The adults what they have seen or heard

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/Learning support assistant

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher.

When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

## Responding to Bullying



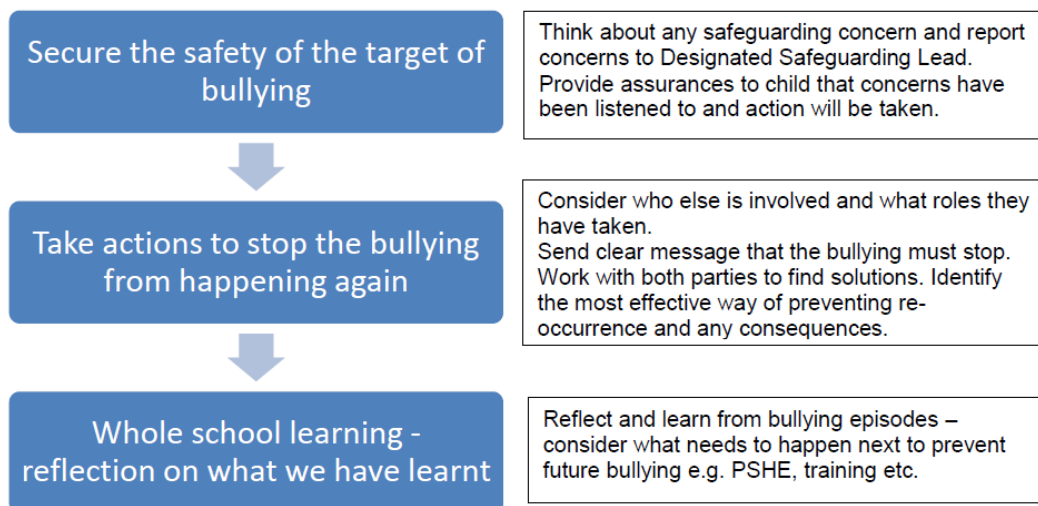


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We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Parliament meetings.

### Procedures for parents:

- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher or a member of the senior leadership team. The headteacher or member of the senior leadership team is always informed of any bullying concerns at Harworth Church of England Academy and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak with the Headteacher or member of the senior leadership team.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.





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- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

- If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

Policy written by: Emma Doyle October 2025