



HARROW
SCHOOL

ONLINE

COUNTER-BULLYING
POLICY
2022

OUR PURPOSE, VALUES AND VISION

THE SCHOOL'S PURPOSE

The School's purpose is to prepare girls and boys with diverse backgrounds and abilities for a life of learning, leadership, service and personal fulfilment. Harrow School Online's educational philosophy is that success is not measured by examination grades alone, but by the influence pupils have, and will have, on the communities in which they live. Particular emphasis in Harrow School Online is placed on four key areas:

- **Scholarship** – encouraging intellectual curiosity, independent thought and effective learning habits;
- **Opportunity** – encouraging pupils to perform to their potential, thereby increasing their educational, career and life opportunities;
- **Character** – developing and maturing individual pupils, uncovering their talents, skills and values, and enabling them to become influential and useful members of society;
- **People** – admitting pupils who will thrive and contribute to HSO and the communities in which they live, and recruiting and nurturing teaching and administrative staff who facilitate excellence.

THE SCHOOL'S VALUES

The core values of Harrow School Online are in line with those of Harrow School:

Courage, Honour, Humility and Fellowship

- **Courage** encourages us to innovate and take risks, inspiring change for the better. It means challenging adversity and complacency, making the most of opportunities, putting fear of failure to one side and staying the course, even when it is difficult.
- **Honour** is about doing the right thing, having the highest standards and leading by example. It involves taking responsibility and, ultimately, is what makes us worthy of the trust of others.
- **Humility** asks us to recognise that one's self is a work in progress and that struggling with one's weaknesses is essential to growth. Humility increases our awareness that talent and achievement alone, however impressive, are not sufficient to succeed as a human being – and that none of us is at the centre of the universe.
- **Fellowship** means building binding, constructive relationships that help us all to make a positive contribution. This is resonant with our belief that the strongest relationships of all are based on respect, understanding and generosity of spirit.

As a member of Harrow School Online, you are expected to maintain a high standard of civilised and unselfish behaviour at all times. You should be respectful, inclusive and courteous to others. You should show your commitment to learning by contributing with enthusiasm and to the best of your ability. You should show respect for yourself and others, and care for your environment and community, and promote positively the reputation of the School.

BEHAVIOUR AND DISCIPLINE

The School expects pupils to behave in a positive and responsible manner in order to support effective teaching, learning and personal development in the School, and encourages this in many ways:

- By recognising and appreciating pupils' achievements in the academic and co-curricular spheres of School life and by providing widespread opportunities for pupils to take responsibility within the School and their Houses.

- By supporting pupils through a well-defined and coordinated pastoral care system coordinated by the Success Coaches and House Tutors.
- By providing strong health education programmes, which encourage pupils to come to greater self-knowledge and understanding, to develop emotional and spiritual wellbeing and to express their emotions in a safe, secure manner.
- By having a clear set of School rules with regular reminders to pupils about them.
- By having a fair and consistent system of sanctions that considers the needs of both individuals and the community as a whole.
- By having clear policies and codes of conduct designed to raise awareness and to promote responsible behaviour, including the Pupil Handbook, this Policy and our IT Acceptable Use Policy.

COUNTER BULLYING GUIDANCE

Harrow School Online is committed to providing a safe, positive, productive, and nurturing educational environment for all of its pupils. The School encourages the promotion of positive interpersonal relations among members of the School community.

Bullying and bullying-type behaviour towards any member of the school community, whether by or toward any pupil, staff, parent, Mentor, or other third parties, is strictly prohibited and will not be tolerated. Many acts of bullying behaviour are against local and national laws and could be referred to external agencies. Pupils who bully others can expect to receive sanctions but will also be given appropriate help.

Cyber-bullying, including filming bullying-type behaviour and storing or distributing it electronically, and posting or sharing embarrassing, demeaning, or threatening messages or media is taken particularly seriously and may be investigated by law enforcement agencies.

Those who are deemed to be bystanders or to have reinforced bullying behaviour in any way (including forwarding on any media that is embarrassing, demeaning, or threatening in nature) may also be held responsible. In many cases, the parents and Mentors of those concerned will be involved. All incidents of bullying-type behaviour are recorded.

The School recognises that the impact of bullying can be serious. It can cause fear and distress for victims, whose well-being and academic work often suffers. It can damage an individual's self-confidence and sense of self-worth and it can create unhappiness within classes or Houses. Every pupil has the right to be able to learn at Harrow School Online free from any kind of bullying.

Behaviour of a bullying type is not tolerated at Harrow School Online and any pupil who feels they are being bullied or sees another pupil being bullied must tell a Teacher or any other adult whom they trust. The School will always act to help both victims and pupils who behave in a bullying manner. After help and warnings have been given, a pupil who continues to behave in a bullying manner cannot expect to remain in the School.

WHAT IS BULLYING?

Harrow School Online defines bullying-type behaviour as that which is perceived to insult, humiliate, intimidate or hurt another person, usually (but not always) over a period of time. This may include:

- using hurtful remarks, which may have been meant as 'banter' based, for example, on race, colour, religion, appearance, sex, sexual orientation (including homophobic or transphobic bullying) or background;
- repetitive name calling;
- spreading rumours or sensitive personal information;
- sending messages of any kind that insult, intimidate or cause distress including text messages, email and postings on message boards and social networking sites;

- deliberately isolating someone by ostracising them and encouraging others to do the same; and
- threatening someone with isolation or violence.

YOUR RIGHTS AND YOUR RESPONSIBILITIES

It is your **right** to inform someone in authority of any bullying and your **responsibility** to intervene immediately if someone else is being bullied – you should challenge that behaviour and if necessary, inform others.

It is your **right** to be respected and to be given the chance to learn effectively and to develop as a person. It is your **responsibility** to respect others and you should do all that you can to contribute to the learning and personal development of others.

It is your **right** to be able to participate in the School community without fear and to feel safe. It is your **responsibility** to help others to do the same and you should support them when they need help.

It is your **right** to have your contribution to School life valued; it is your **responsibility** to value others.

PEOPLE TO TURN TO

If you are being bullied or subject to bullying-type behaviour or are a witness, you can approach the following people at the School to ensure the behaviour is addressed:

- your Success Coach
- a Teacher
- your House Tutor
- the Principal.

Our staff will treat all information sensitively and the action to be taken will be discussed with you. You should never feel that you are creating a problem by reporting abuse, nor feel ashamed for making a report. Abuse that occurs online or outside of the School will not be downplayed and will be treated equally seriously.

PROCEDURE FOLLOWING AN INCIDENT OF BULLYING BEHAVIOUR

1. Incident observed and reported.
2. The Success Coach and/or House Tutor of the pupil or pupils involved will investigate.
3. The Designated Safeguarding Lead, Deputy Designated Leads and Principal are always kept informed and may be involved where appropriate.
4. Action to be taken agreed with individuals and groups involved.
5. Follow-up and support for all pupils involved will continue.

POLICY DEVELOPMENT AND REVIEW

This procedure is designed to set good practice standards. However, the School recognises that best practice develops over time and, as such, will update it regularly in the light of experience and as a result of changes in legislation or its own internal organisation and policies. The procedure will be subject to a comprehensive review on a biennial basis.

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