

Anti-Bullying - We Stand Together!

At HPA, bullying is never acceptable. Everyone deserves to feel safe, valued, and respected.



At HPA we define bullying as **targeted behaviour, repeated over time, that intentionally hurts someone physically or emotionally**. This includes in-person bullying AND cyberbullying. HPA works with the **Anti-Bullying Alliance** and will NEVER tolerate bullying in any form. Differences in race, gender, disability, or appearance are NEVER a reason to bully someone.



Types of Bullying

- ✓ Physical — hitting, kicking, taking belongings
- ✓ Verbal — name-calling, insults, teasing
- ✓ Emotional — leaving out, spreading rumours
- ✓ Cyberbullying — online messages, posts, images
- ✓ Prejudice-based — race, gender, disability, sexuality
- ✓ Indirect — graffiti, manipulation, exclusion



Signs Someone May Be Bullied

- ✓ Not wanting to come to school
- ✓ Quieter than usual or upset
- ✓ Missing lessons or equipment
- ✓ Dropping grades or losing focus
- ✓ Scared to use their phone
- ✓ Headaches, stomach aches, difficulty sleeping



Cyberbullying Includes...

- ✓ Nasty messages, comments, or DMs
- ✓ Sharing embarrassing photos without permission
- ✓ Leaving someone out of group chats on purpose
- ✓ Creating fake accounts to mock someone
- ✓ Posting rumours or lies on social media
- ✓ It can happen 24/7 — even outside school



This Is NOT Bullying

- ✓ A one-off argument or falling out with a friend
- ✓ Accidentally hurting someone
- ✓ A disagreement between friends
- ✓ But... one-off incidents are still taken seriously
- ✓ HPA investigates ALL peer conflict reports
- ✓ If it becomes repeated → it IS bullying

⚡ What Happens When Bullying is Reported at HPA?

HPA takes every report seriously. All incidents are logged on our system. If bullying is confirmed, the person who bullied will move through our Anti-Bullying Pathway:

Yellow Stage

- Internal sanctions
- Parent meeting
- Behaviour contract
- SEMH workshops



Orange Stage

- Further sanctions
- Fixed-term suspension
- Police involvement
- Parent contracts



Red Stage

- Serious sanctions
- Up to and including permanent exclusion

If You See Bullying — Be an Upstander, Not a Bystander!



Don't join in or laugh — this makes it worse



Support the person being bullied — check they're okay



Report it to a teacher, tutor or College Leader



Report anonymously via [\[email protected\]](#)



Save evidence — screenshots help investigations



Being kind is cool — everyone deserves respect

How to Report Bullying at HPA

ANONYMOUS SPEAK OUT

[\[email protected\]](#)

SAFEGUARDING TEAM

[\[email protected\]](#)

SCHOOL PHONE

01934 629307

TALK TO...

Tutor · College Leader · Any Teacher

CHILDLINE (FREE, 24/7)

0800 1111 · childline.org.uk