



Anti-Bullying Policy

- 1 The school seeks to give pupils a safe and supportive educational environment in which they have the opportunity to achieve success in both classroom and extra-curricular activities, so developing their self-confidence and self-esteem.
- 2 The school provides an active pastoral system (involving staff, prefects and senior pupils) to allow pupils to develop trust and mutual respect, as well as confidence in and respect for members of staff.
- 3 Bullying is understood to be an aggressive, intentional act carried out by a group or an individual, repeatedly over time, against another individual (or group) who cannot easily defend him or herself. It can occur through several types of anti-social behaviour which may include physical or psychological intimidation, damage to property, or ostracism. It can also take the form of cyberbullying.
- 4 All staff have a responsibility for identifying signs of bullying, for dealing with the immediate situation, and for notifying as appropriate the Head of Year or senior member of staff. Pupils experiencing or witnessing bullying should report it promptly to a member of staff, as should parents or guardians who suspect that bullying is taking place.
- 5 Every allegation of bullying will be investigated by a member of staff. Notes of alleged instances will be kept by the Head of Year. After each investigation the situation will continue to be monitored.
- 6 Investigations of alleged incidents will normally include interviews with all parties involved.
- 7 If evidence of bullying is found the pupil or pupils involved will be required to change their behaviour. Pupils may be brought together in an attempt to resolve the situation and, where appropriate, a range of sanctions is available. Where the incident is serious, parents or guardians will be informed.
- 8 Where anti-social behaviour continues, the help of outside agencies may be sought.
9. If parents have a concern about a child's welfare under this or any other heading, they should in the first instance discuss it with the appropriate Head of Year, then the Vice-Principal, the Deputy Principal or the Headmaster. If anxieties persist, parents may contact the Warden of the Board of Governors through the Clerk to the Governors at the School.