



**SIR WILLIAM BORLASE'S  
GRAMMAR SCHOOL**

# **Anti Bullying Policy**

**Senior Leader Review Lead : Assistant Headteacher Pastoral & Behaviour**

**Review date: Spring 2026**

**Next review date: Spring 2027**



*Inspire  
Empower  
Shape The Future*

## Introduction

This policy should be read in conjunction with other relevant policies, for example, the Behaviour Policy; Safeguarding and Child Protection Policy; Equalities Policy; Relationships and Sex Education Policy.

### 1. Aims

Sir William Borlase's Grammar School is committed to providing a friendly, caring, safe and inclusive environment so that students can flourish and learn in and out of the classroom. Bullying is antisocial behaviour and our expectation is that students and staff will behave in appropriate and socially acceptable ways towards each other in accordance with the school's clear values: Te Digna Sequere - Follow things Worthy, demonstrated through: Integrity, Respect, Responsibility, Courage, Kindness, Aspiration and Enthusiasm.

### 2. Statutory Context

2.1 Education and Inspections Act 2006: Requires schools to have measures to encourage good behaviour and prevent all forms of bullying.

2.2 Education (Independent School Standards) Regulations 2014: Requires proprietors to ensure bullying is prevented as far as reasonably practicable.

2.3 Equality Act 2010: Schools must eliminate discrimination, advance equality, and foster good relations between pupils with and without protected characteristics.

2.4 Children Act 1989: Bullying incidents may be treated as child protection concerns if there is reasonable cause to suspect significant harm.

2.5 Criminal Law: Certain bullying behaviours may constitute criminal offences (e.g. harassment, malicious communications).

2.6 The latest "Keeping Children Safe in Education" "Sexual Violence and Harassment between children in Schools and Colleges." See SRE Policy

### 3. Students' Rights & Responsibilities:

- 3.1. to be valued
- 3.2. to respect yourself
- 3.3. to feel safe
- 3.4. to respect others
- 3.5. to learn and grow
- 3.6. to use common sense
- 3.7. to be respected
- 3.8. to support others



#### 4. Ethos

The school's aims, expectations and core values are made explicit to all members of the school community through assemblies, PSHE, Tutor Time activities, the Headteacher's letters to parents, school policies and through the modelling of all staff in the school. They are reiterated at frequent intervals throughout the year and specific references are highlighted during Anti-Bullying week. Prefects are trained to be aware of any signs of children not demonstrating positive behaviours and the school's buddying system in Key Stage 3 supports the confident integration of new students into the school.

#### 5. Definition of bullying

- 5.1. Bullying is any behaviour which is deliberately intended to hurt, undermine, threaten or frighten another person or group of people. It happens repeatedly and can continue over time. It involves a real or perceived power imbalance.
- 5.2. Bullying is unwanted behaviour that is usually unprovoked and takes a variety of forms.
- 5.3. Bullying can be / involve:
  - 5.3.1. Verbal name-calling, spreading rumours, making offensive comments
  - 5.3.2. Physical pushing, kicking, slapping, hitting, spitting, fighting
  - 5.3.3. Emotional / psychological mocking, making others feel inferior, excluding.
  - 5.3.4. Intimidating others.
  - 5.3.5. Racist racial taunts or gestures
  - 5.3.6. Discriminatory taunts or gestures against someone's beliefs, religion or culture
  - 5.3.7. Anti-disability taunts or gestures against disability
  - 5.3.8. Sexual comments of a sexual nature, unwanted physical contact
  - 5.3.9. Homophobic/ transphobic comments relating to sexuality and / or gender identity
  - 5.3.10. Cyber communication using any kind of technology / social media, including misuse of associated technologies, for example camera and video



## 6. Reporting route

The school does not tolerate bullying. Feel confident that any incident can be resolved satisfactorily.

- 6.1.1. Tutors, Learning Mentor/ Student Support, Head of Year or Key Stage, the Safeguarding Lead and team, SLT or indeed any staff member in the school are available for students to speak to if they feel they are a victim of bullying
- 6.1.2. Students may also email any of the named members of staff above. Parents may also report alleged incidents via [Parents@swbgs.com](mailto:Parents@swbgs.com)

## 7. Roles and Responsibilities

The Governing Body will support the School in its effective implementation and monitoring of the AntiBullying Policy, and regularly review the policy. The Headteacher is responsible for the implementation of the policy on a day-to-day basis.

### Staff will:

- 7.1. support the Headteacher in the implementation of this policy
- 7.2. be positive role models and promote positive behaviours by the way they speak to, and treat others
- 7.3. know and understand the signs and symptoms of bullying (see below)
- 7.4. be vigilant about bullying
- 7.5. take instances of bullying seriously and report concerns promptly
- 7.6. investigate reports with an open mind
- 7.7. record instances of bullying in a consistent manner
- 7.8. monitor bullying situations after they have been resolved, review and evaluate the effectiveness of actions taken and this policy.
- 7.9. undertake behaviour and anti-bullying training as part of wider CPD

### Students will:

- 7.10. support the Headteacher in the implementation of this policy
- 7.11. feel encouraged, supported and enabled to promptly report incidents of bullying by using any of the channels mentioned above
- 7.12. Parents will support the school in its implementation of this policy by:



- 7.13. understanding that the school will investigate all instances of bullying
- 7.14. encouraging their son/daughter to report any instances of bullying promptly and support them, if necessary, in doing so
- 7.15. working in partnership with the school to move forwards following the conclusion of an investigation.

## **8. Signs and symptoms of bullying**

A student being bullied may display one of more of the following:

- 8.1. mood / behavioural changes; appears nervous, anxious, lacks confidence, is withdrawn, displays self-harming thoughts or behaviour, becomes angry, aggressive, unreasonable
- 8.2. declining and / or low attendance, reluctance to attend / truancy from lessons / school
- 8.3. difficulty sleeping / irregular sleeping patterns
- 8.4. anxiety relating to going to school in the morning / travelling to and from school
- 8.5. decline in school work
- 8.6. items regularly go missing / are damaged
- 8.7. frequently asks for money
- 8.8. has unexplained cuts or bruises
- 8.9. bullies others
- 8.10. shows anxiety, unusual behaviour in response to social media
- 8.11. gives implausible excuses for any of the above.

The above list is not exhaustive and whilst bullying should be considered a possibility and investigated accordingly, it may not be the cause.

## **9. School Procedure**

- 9.1. All instances of bullying will be investigated by relevant staff, Heads of Year/ Key Stage, Assistant Head Pastoral. Careful thought will be given to:
  - 9.1.1. the safety of all parties involved
  - 9.1.2. the needs of those directly involved
  - 9.1.3. preventing the situation from escalating



- 9.1.4. the appropriateness of taking a multi-agency approach in the event of a serious incident
- 9.1.5. the correct recording of the incident
- 9.1.6. an appropriate sanction being applied
- 9.2. When an incident is reported:
  - 9.2.1. Students and staff directly involved will be asked to give an account of what happened. A member of staff, as per point 9.1, will then meet with the students concerned to discuss the incident in more detail.
  - 9.2.2. Sanctions will be applied in accordance with the school's Behaviour Policy
  - 9.2.3. Parents will be contacted in all instances of confirmed bullying.
  - 9.2.4. The tutor and other relevant members of staff will be informed accordingly
  - 9.2.5. Incidents will be recorded on CPOMS and in the Serious Behaviour Monitoring log.
- 9.3. Review

The Behaviour and Pastoral leadership team review instances of bullying and consider actions taken, how to avoid future instances including educative approaches with individuals and the wider school population.

