



RAVENSCLIFFE

HIGH SCHOOL & SPORTS COLLEGE

Anti-Bullying Policy

Reviewed by	Janet Neagle
Date approved	11/05/2026
Date for review	10/05/2027
Signed by Chair of sub committee	Jill Grant
Signed by Headteacher	Jo Hague
Signed by chair of Governors (statutory policies only)	Jill Grant/Brendan Heneghan

This policy is a living document it will be reviewed at least annually with students, parents and staff, following any concerns and/or updates to national/local guidance or procedures.

Personnel

Nominated Member of Leadership Staff Responsible for the policy: Janet Neagle

Designated Safeguarding Leads and main points of contact:

Janet Neagle	Deputy Headteacher
Jo Hague	Headteacher
Daniel English	Deputy Headteacher
Jess Lough	Deputy Headteacher
Daniel Pardoe	Assistant Headteacher
Julie Chadwick	Family Liaison Officer
Nicola Hinchliffe	EHC Coordinator

Governor with lead responsibility: Dr/Mrs Jill Grant

Definition:

Bullying

Bullying is the use of force, coercion, hurtful teasing, comments, or threats, in order to abuse, aggressively dominate, or intimidate one or more others. The behaviour is often repeated and habitual. (Wikipedia 2025)

On their website The Anti-Bullying Alliance (2025) state:

Definition of bullying

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

There are four key elements to this definition: hurtful, repetition, power imbalance, intentional.

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Bullying is recognised by the school as being a form of **child on child abuse**. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents such as:

The Education and Inspections Act 2006, 2011

The Equality Act 2010

Keeping children safe in education 2025

Children Act 1989

Protection from Harassment Act 1997

Public Order Act 1986

It also considers the DfE statutory guidance 'Sexual violence and sexual harassment between children in schools and colleges' 2021 guidance. The author has also read Anti Bullying Alliance and Kidscape's information on developing a school anti bullying policy. Ravenscliffe has also considered the DfE research into anti-bullying practices www.gov.uk/government/publications/approaches-to-preventing-and-tackling-bullying

Policy objectives:

This policy outlines what will do to prevent and tackle all forms of bullying. We feel that the whole school approach to preventing and tackling bullying is vital to its success; making positive behaviour a 'whole school ambition' is crucial for developing a culture of good behaviour. Ravenscliffe ensures that the whole school community is clear on behaviour expectations and sends out a consistent message through its curriculum, policies, assembly and Pastoral support.

Ravenscliffe is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Links with other school policies and practices.

This policy links with several school policies, practices and action plans including:

- Complaints policy
- Positive Behaviour and discipline policy
- British Values
- Child protection policy
- Online safety and Acceptable Use Policies
- Curriculum policies, such as: PSHE, citizenship and computing
- Sexual harassment policy 2026

Responsibilities

It is the responsibility of:

The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.

Governors to take a lead role in monitoring and reviewing this policy.

All staff, including: governors, senior leadership, teachers and, to support, uphold and implement this policy accordingly.

Parents/carers to support their children and work in partnership with the school.

Students to abide by the policy.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

Bullying related to physical appearance

Bullying of young carers, children in care or otherwise related to home circumstances

Bullying related to physical/mental health conditions

Physical bullying

Emotional bullying

Sexual bullying

Bullying via technology, known as online or cyberbullying

Prejudicial bullying (against people/pupils with protected characteristics):

Bullying related to race, religion, faith and belief and for those without faith ▪

Bullying related to ethnicity, nationality or culture

Bullying related to Special Educational Needs or Disability (SEND)

Bullying related to sexual orientation (homophobic/biphobic bullying)

Gender based bullying, including transphobic bullying

School Ethos

As a community, we recognise that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

“Together we Nurture, Believe, Achieve and Succeed”

Our Community:

Monitors and reviews our anti-bullying policy and practice on a regular basis.

Supports staff to promote positive relationships to help prevent bullying.

Recognises that some members of our community may be more vulnerable to bullying and its impact than others; we work hard with all students to develop good and effective friendships and this is backed up throughout our curriculum offer. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.

All staff will intervene by identifying and tackling bullying behaviour appropriately and promptly and use our restorative justice procedures to resolve conflicts at the earliest point. With escalating situations, school will always work closely with parents.

Ensures our students are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the antibullying policy. Strong pastoral links with students and families support this.

Requires all members of the community to work with the school to uphold the anti-bullying policy.

Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.

Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.

Seeks to learn from good anti-bullying practice elsewhere.

Responding To Bullying

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. The school will provide

appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.

The Headteacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved. The DSL will be informed of all bullying issues where there are safeguarding concerns. A clear and precise record will be added to CPOMS (under the category of ‘child on child abuse’).

The school will speak with and inform other staff members, where appropriate. We will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.

Sanctions, as identified within the school behaviour policy and support will be implemented in consultation with all parties concerned. If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help/ children’s social care/ virtual schools, if a child is felt to be at risk of significant harm.

Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school’s behaviour policy – such as removal of phone privileges.

Online Bullying – responding to Childsnet Cyberbullying Guidance 2021 and Dfe guidance 2017 https://assets.publishing.service.gov.uk/media/62611456e90e07168ad2b1ea/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

When responding to cyberbullying / online concerns, the school will:

Act as soon as an incident has been reported or identified.

Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.

Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation. These will not be viewed by the school if they contain indecent images but handed to the police.

Take all available steps where possible to identify the person responsible. This may include looking at use of the school systems identifying and interviewing possible witnesses and contacting the service provider and the police, if necessary.

Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:

- Reporting to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content; confiscating and searching pupils’ electronic devices, such as mobile phones, in accordance with the law. ▪
- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.

- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include; advising those targeted not to retaliate or reply; providing advice on blocking or removing people from contact lists; helping those involved to think carefully about what private information they may have in the public domain.

Supporting Pupils

Students who have been bullied will be supported by:

Reassurance and continuous pastoral support.

Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.

Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.

Working towards restoring self-esteem and confidence through our curriculum, pastoral support and Thrive sessions.

Providing ongoing support; including: working and speaking with staff, offering formal counselling, engaging with parents and carers.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children Social Work Service, or support through the Children and Young People's Mental Health Service (Open Minds (CAMHS)).

Students who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Potential sanctions if bullying can be evidenced.

Sanctioning

This will be in line with school positive behaviour/discipline policy. This may include official warnings, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Children Social Work Service, or the Children and Young People's Mental Health Service (Open Minds).

Supporting Adults

Our school takes measures to prevent and tackle bullying among students (child on child abuse) however, it is equally important to recognise that bullying of adults, including staff and parents, whether by students, parents or other staff members, is unacceptable. Adults who have been bullied or affected will be supported by offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff

and/or the headteacher. They will be advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate. School will follow our 'whistleblowing policy'.

Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern, ensure that appropriate action is taken in accordance with the schools' behaviour, and discipline policy. The school will offer appropriate support.

Adults who have perpetrated the bullying will be helped by discussing what happened with a senior member of staff and/or the headteacher to establish the concern. We will establish whether a legitimate grievance or concern has been raised and signpost to the school's official complaints procedures. If online, senior leaders will request that content be removed with the instigation of disciplinary, civil or legal action as appropriate or required.

Preventing Bullying Environment

The whole school community will create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all. All adults, students and staff have embraced a culture respected SMSC, Character education and British Values by openly discussing the differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.

Our Positive Behaviour Reward scheme is based upon the British Values of Democracy, Rule of Law, Respect and Tolerance, Individual Liberty which values our community and celebrating diversity within the school.

Our environment will challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others. All staff will be encouraged to use technology, especially mobile phones and social media, positively and responsibly – see Code of conduct.

Policy and Support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns. Please refer to both the Staff and the Student well-being policy.

- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour via the school website

- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc.

- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.

- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The school community will provide appropriate training to all staff around bullying and engage in local and national events such as 'Anti-bullying week'. We will ensure all staff follow the school's policy and procedures, including recording and reporting incidents

All curriculum areas consider the range of opportunities and approaches for addressing bullying, with cross curricular links with SMSC. Evidence of which is on 'Gridmaker'. Education around bullying is also highlighted in assemblies, through the School Council and displays around school.

During transition times Ravenscliffe will discuss friendship groups with feeder school and will have a strong pastoral focus to develop new peer groups with transitioning students

Ravenscliffe ensures the anti-bullying agenda has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.

Involvement of students

Ravenscliffe School will involve students in decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying. This will be done through pastoral session and throughout the curriculum. The school council will regularly canvas our students' views on the extent and nature of bullying. Student voice is utilised to provide student led education and support. Each pastoral group will ensure that all students know how to express worries and anxieties about bullying and that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying. Students who have been exposed to bullying, either in this setting or previous settings, will be provided with the correct support through 1:1 sessions, Thrive intervention and pastoral support.

Involvement and liaison with parents and carers

We will ensure parents are made aware that the school does not tolerate any form of bullying. Key information about bullying (including policies and named points of contact) is available to all parents/carers, families can also request a paper copy or meet with the schools Family Liaison Officer to verbally explain the procedures. Ravenscliffe will strive towards parents working with the school to role model positive behaviour for pupils, both on and offline. This will be instigated through parent support groups.

Monitoring and review

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's development planning / SEF. The headteacher will be informed of bullying concerns, as appropriate. • The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying, including outcomes through termly governors meeting - Peoples Committee.

Useful links and supporting organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Kidscape: www.kidscape.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

*DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Cyberbullying • Childnet: www.childnet.com

*www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

DfE 'Cyberbullying: advice for headteachers and school staff':

*www.gov.uk/government/publications/preventing-and-tackling-bullying

*Preventing and Tackling Bullying' (July 2017)
www.gov.uk/government/publications/preventing-and-tackling-bullying

*DfE 'Advice for parents and carers on cyberbullying':

www.gov.uk/government/publications/preventing-and-tackling-bullying

Kick it Out: www.kickitout.org

Stop Hate: www.stophateuk.org

Educate against Hate: www.educateagainsthate.com

*Show Racism the Red Card: www.srrc.org/educational

Barnardo's LGBT Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)