



Robert Clack School of Science

Anti-Bullying Policy 2026 - 2027

Approved by Executive Headteacher:

Date: September 2026

Signed by Chair of Governors:

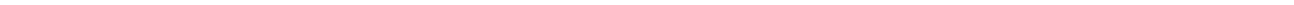
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Contents

- 1. Aims and Rationale 3
- 2. Implementation4
- 3. Legal Framework..... 5
- 4. Training 6
- 5. Monitoring of the Policy 7
- 6. Links with other Policies 7



1. Aims and Rationale

The Governing Body, Headteacher and Staff will ensure that the policy is implemented equally in all cases, without regard to ethnic origin, cultural differences, gender, disability or sexuality. They will ensure that pupils are listened to and that their concerns are appropriately addressed.

Robert Clack School's Anti-Bullying Policy Statement incorporates the views and expectations of the Local Authority. Robert Clack School believes that all its members are entitled to conduct their activities without the fear of being bullied. All forms of bullying, verbal and physical, prevent the community from carrying out its tasks in the most effective way.

In addition, this policy forms a part of the schools overall Behaviour and Discipline Policy. The aim of the Anti-Bullying Policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at school.

Bullying is anti-social behaviour and affects everyone. Robert Clack School will not accept bullying of any kind.

Bullying is defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and can sometimes be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a student is adopted or has caring responsibilities. It may be motivated by actual differences between students, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously the school's first priority but emotional bullying can be more damaging than physical; therefore, we have to make our own judgements about each specific case.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, unexplained weight loss or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. In all instances Robert Clack School will encourage students to discuss their concerns with other members of the school community, be that in person, or through our remote communication systems. The whole school community, therefore, must be alert to the signs of bullying and act promptly with issues as they arise.

Bullying can be:

- Physical - Pushing and shoving, tripping up, kicking, spitting.
- Emotional - Humiliating someone, name calling, using insulting names or comments.
- Driven by a prejudice - This might be homophobia, transphobia, racism, sexism or victimising those of religious groups (Islamophobia) or those who have special needs or disabilities.
- It may be picking on a student because they are cared for away from home *or* it may be picking on a student who cares for a sick relative.
- Indirect - Spreading rumours whether true or not.
- Cyber bullying - Any form of bullying using a mobile phone or the internet, chat rooms, social networking sites, instant messaging or email.

It may also be bullying when:

- The same person or group always leaves someone out or shuns them.
 - Someone makes threats of violence against someone else.
 - Someone damages someone else's kit or clothing deliberately.
 - Someone takes someone else's belongings deliberately.
 - Someone tries to force someone else to do something they do not want to do.
 - Someone tries to force another to do something sexual they do not want to do.
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Although all of these actions are serious and adults should always intervene, they may not always be regarded as bullying unless they are part of an on-going pattern of behaviour against the victim. However, none of the above will be tolerated at Robert Clack School and action will be taken to ensure that they do not take place.

2. Implementation

One of our core values as a school is mutual compassion for others. Subsequently, we will not tolerate bullying of any form at Robert Clack School. All members of The Robert Clack community have the right to work and learn in a safe and secure environment. We want everyone to feel safe and be happy in school and have the right to support when feeling insecure. We want Robert Clack School to be a school where bullying is viewed as unacceptable, treated seriously and dealt with effectively.

At Robert Clack the implementation of this policy will take place in the following by:

- Identifying the kinds of bullying that take place and ensuring that all members of the school community know that these activities are not tolerated.
- Ensuring that all pupils feel confident enough to report instances of bullying.
- Running a high-profile awareness campaign (Assemblies, Cross-curricular activities)
- Providing intervention and support services for bullies and those being bullied (e.g. counselling).
- Providing pupils with opportunities to consider, in depth, a range of issues associated with bullying through the PSHE curriculum
- Ensuring that all members of the school community are aware of the guidelines and support around bullying.
- The School Council are given responsibilities to review and provide feedback on all anti-bullying procedures in school.
- any bullying by means of an electronic device in or out of school will not be tolerated and will be referred to the School's Community Police Officer.

2.1 Staff Procedures for Dealing with Instances of Bullying

Each case will be treated individually and depending on the circumstances, one or more of the following strategies will be employed:

- If bullying is suspected by a member of staff, the incident will be dealt with at the earliest opportunity and will be referred via Bromcom to the students Head of Year (HOY)
- The referral will be actioned by a member of the Pastoral Team, usually the HOY, but this could also be actioned by the Assistant Head of Year (AHOY), the Assistant Headteacher with responsibility for Pastoral Care and/or Deputy Headteacher.
- Parents of all students will be contacted to make them aware of the situation
- Sanctions will be agreed with the Pastoral Leads on a case by case basis and they will be in line with the **Robert Clack School Behaviour Policy, sections 6, 7, 8 and 9**

If a student has reported to a member of staff that they have been bullied the school will ensure that:

- Alleged victims are listened to; taken seriously; are reassured that all possible steps will be taken to ensure their safety and are informed of the timescale of any investigation;
 - Alleged bullies are listened to; are taken seriously; are informed of what action will be taken and are informed of the timescale of any investigation;
 - Parents of bullied children are aware of what action the school will take when bullying is reported. The school will make suggestions about appropriate action on the part of the parent;
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- Parents of children who bully are aware of what action the school will take when bullying is reported to them and make suggestions about appropriate action on the part of the parent;
- Ensuring that all members of the school community receive training on the causes and effects of bullying through the PSHE curriculum.
- All staff are aware of what action to take when bullying occurs.
- Anyone not involved but aware of instances should report them.
- Students who have been bullied will be supported and given an opportunity to reflect on their actions. The HOY will ensure that restorative justice takes place to prevent reoccurrence of the same behaviours. If there is a continuation of this behaviour, the pastoral leads will ensure that the **Robert Clack School Behaviour Policy, sections 6, 7, 8 and 9** are upheld.

2.2 Anti-Bullying in the Curriculum

Students will have an opportunity to develop their understanding of the nature of bullying, to explore their own and other attitudes to bullying and to develop their skills to deal with bullying through the PSHE curriculum, in addition to other curriculum areas and school assemblies.

2.3 Bullying of Adults working at Robert Clack School

Adults at the school also have a right to work free from bullying and the aims and philosophy of this policy applies to all members of the Robert Clack community. Any adult who feels that they are being bullied should be encouraged to discuss the issue with their Line Manager or a member of Senior Leadership Team.

3. Legal Framework

3.1 The Education and Inspections Act 2006

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- Provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst students. These measures should be part of the school's behaviour policy which must be communicated to all students, school staff and parents.
- Gives head teachers the ability to ensure that students behave when they are not on school premises or under the lawful control of school staff.

3.2 The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single

Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it. Schools are now required to comply with the 2010 Equality Duty. The Act also makes it

unlawful for the responsible body of a school to discriminate against, harass or victimise a student or potential student in relation to admissions, the way it provides education for students, provision of student access to any benefit, facility or service, or by excluding a student or subjecting them to any other detriment. In England and Wales the Act applies to all maintained and independent schools, including Academies and Free Schools, and maintained and non-maintained special schools.

3.3 Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour — or communications — could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the "sender."

3.4 Bullying outside school premises

Head teachers have a specific statutory power to discipline students for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate students' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it will be investigated and acted on as also stated in the **Robert Clack School Behaviour Policy, sections 4**. The head teacher should also consider whether it is appropriate to notify the police or antisocial behaviour coordinator in their local authority of the action taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

3.5 Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Any cases of cyber-bullying will be dealt with in line with the **Robert Clack School Behaviour Policy, sections 4, 6, 7, 8 and 9**

4. Training

- There will be regular training for all members of the school community as appropriate.
- Regular training for new staff will include information on this policy.

5. Monitoring of the Policy

Robert Clack School's SLT will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

6. Links with other Policies

This policy is linked directly to the following policies:

- Behaviour and Discipline Policy
- Child Protection Policy.
- Equal Opportunities (Race Equality, Disability Equality, SEN policies)
- Exclusions Policy