



ALTRINCHAM GRAMMAR SCHOOL FOR BOYS

ANTI BULLYING POLICY

Nominated Lead Member of Staff:	JW
Last Review Date:	September 2025
Next Review Date:	September 2026

School Ethos

At AGSB, we believe that everyone in the School should have the same basic rights to freedom from all forms of harassment. Our vision is to pursue excellence in every aspect of school life, from behaviour and academics to the highest standards of teaching and learning, all designed to challenge and inspire our students to achieve their fullest potential. At our core, we promote an inclusive ethos that focuses on respecting one another and celebrating difference and diversity.

Bullying or the use of disrespectful, prejudice-based language of any kind—whether involving students, staff, or parents—is completely unacceptable and will not be tolerated in our school. Every student at AGSB, without exception, is expected to embrace and uphold our core values of Respect, Responsibility, and Resilience.

We understand the devastating and lasting impact bullying can have on children, and we are committed to addressing all incidents with equal seriousness, speed, and effectiveness, whether they occur inside or outside of school. At AGSB, our goal is to develop confident and ambitious young men, and we recognise the significant harm bullying can cause in undermining that confidence.

Statutory Duties of School:

Schools have a duty to safeguard and promote the welfare of students under the **Education Act 2002** and to ensure that children and young people are protected from bullying and discrimination, as outlined in the **Children Act 1989**. Furthermore, the **Education and Inspections Act 2006** extends these responsibilities to include preventing and responding to bullying that occurs outside of school, where it is reasonable for the School to take action.

The Equality Act 2010 legally protects people from discrimination, harassment and victimisation based on protected characteristics such as race, gender, sexuality, disability and religion. As such, our [Behaviour Policy](#) makes direct reference to prejudice-based bullying and how it will be addressed as a school.

Definition:

The Department for Education's definition in their guidance; "Preventing and Tackling Bullying" July 2017 defines bullying as "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally".

Examples of Bullying:

Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.
- Happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident.
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves.

Bullying can be:

- Direct physical bullying (pushing, hitting, punching, kicking).
- Direct verbal bullying (yelling abuse at another, name-calling, insulting someone, using verbal threats, offensive mimicry of accent and/or pretending not to understand what is said, using discriminatory language).
- Indirect bullying, also known as social bullying or relational bullying (spreading rumours, social exclusion, disclosing another's secrets to a third party, graffiti).
- Cyberbullying –bullying using electronic media, such as email and texts, chat rooms, blogs and social networking sites, sharing derogatory videos and photos via mobile phones.

Note: Bullying that amounts to sexual harassment is treated with the utmost seriousness at AGSB. Further details of this are detailed in our [Behaviour Policy](#).

Who Bullies?

Anyone has the capacity to bully. There are no completely reliable predisposition diagnoses. However, those who perceive themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti-bullying work in schools.

Who is Bullied?

Anyone can be bullied – young person, parent/carer/guardian, staff member or volunteer. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour. Frequently the perceived difference comes from assigning an individual to a group. Such bullying would then be designated as class, disability, homophobic, racist, religious or sexist. People can be assigned or be a member of more than one group.

Dealing with Bullying

All the staff in our school take all forms of bullying and prejudice-based language seriously and will deal with it promptly and seek to prevent it from taking place. Any bullying incidents are recorded through our behaviour management system (Arbor) and these logs are analysed by our pastoral team on a regular basis.

We will investigate and act upon any bullying incident that is reported to school staff, including incidents taking place outside of school e.g. on school or public transport or outside local shops. We will also consider whether it is appropriate to notify the Police of the incident.

If bullying occurs, we will:

- Talk to all the students involved separately to find out what has been happening and why.
- Ensure a robust plan of support is made available to the victim.
- Explain to the student who is bullying why their behaviour is wrong and try to help them to see this for themselves. Be clear that bullying is not tolerated at school.
- Expect the student who is bullying to engage in a restorative process to enable them to take responsibility for their actions and to agree to stop their behaviour. A restorative meeting may take place, depending on the circumstances.
- Tell the parents/carers involved and keep them informed of how the incident is being dealt with and whether the bullying has stopped.
- Use formal sanctions, such as keeping them in at lunchtimes, detentions, internal exclusions or suspensions.
- Continue to monitor the situation and intervene if the bullying appears to be carrying on or to have started again.

We will also:

- Record all incidents of bullying and prejudice-based language.

- Spend time talking to the student who has been or is being bullied to see if they could benefit from further support such as counselling or from other interventions with our multi-agency team to help them develop their personal and social skills.
- Spend time talking to the student who has done or is doing the bullying and try to find out if there are underlying reasons for their behaviour and if they could benefit from support or interventions to help them manage their behaviour and/or develop their personal and social skills.
- Address with other young people who may have been bystanders, observing or supporting the bullying behaviour, how they could intervene to stop bullying behaviour in future.

Guidance for Parents and Carers

Your child may not always share if they are being bullied, but you might notice some changes in their behaviour, such as:

- Reluctance to talk about their day
- Appearing less happy
- Coming home with unexplained cuts or bruises
- Bringing home items you did not purchase
- Taking things from home without your knowledge
- Avoiding certain children or activities
- Showing reluctance to go to school
- Complaining of frequent headaches or feeling unwell
- Displaying signs of anxiety
- Acting aggressively towards you or other family members
- Experiencing bedwetting
- Waking up during the night

If you observe these signs, it may be helpful to discuss them with your child and consider reaching out to the School for support.

If your child is being bullied:

- Take time to listen to your child and stay calm.
- Explain to them that bullying is unacceptable and that no one should have to put up with it.
- Write down what your child has said. If it involves cyberbullying, keep any evidence of emails and texts.
- Encourage your child to talk to their teacher or someone at the School.
- Never intervene with other children or children's parents, but let the School know.

- Contact the School as soon as possible to let us know your concerns. The School will take any incident of bullying extremely seriously and will deal with it quickly to find out why it has happened and to prevent it happening again.
- Staff may not know about the bullying and will need to know what has happened. Staff will discuss with parents and carers action to be taken.

What to do if your child is bullying someone else

It can be difficult for parents and carers to learn that their child might be involved in bullying others at school. There are various reasons why some children and young people engage in bullying behaviour, such as imitating others, being encouraged to bully, or having experienced bullying themselves. Although it may be difficult to identify, one potential indicator is if your child comes home with possessions, money, or items that you did not provide.

Parents and carers play a crucial role in helping us maintain a respectful and supportive school culture. If you have any concerns about bullying—whether your child is involved or affected—please do not hesitate to inform the school. We value open communication and encourage parents to work with us to address any issues swiftly and effectively. By supporting the process, you help ensure that every student at AGSB benefits from a positive, inclusive, and safe environment. Together, we can prevent bullying and promote the core values of Respect, Responsibility, and Resilience that define our school.

At AGSB, we are committed to regularly publicising this policy to the entire school community. We will reinforce the message that bullying is unacceptable through school-wide activities and communications.

Guidance for Students

At AGSB, we are committed to ensuring that every student feels safe, respected, and supported. If you experience or witness bullying, it's vital that you report it immediately. Bullying of any kind is unacceptable and will not be tolerated in our school community.

By speaking up, you're helping to stop the bullying and protect yourself and others. Don't be afraid of any repercussions—our school will take your concerns seriously, and we will act quickly to ensure the bullying stops. Your safety and well-being are our top priority, and we will handle the situation confidentially and with care.

Remember, reporting bullying is a sign of strength, and by doing so, you contribute to maintaining the respectful, inclusive, and supportive environment we all value at AGSB. Together, we can ensure that everyone has the opportunity to thrive without fear.

Reporting bullying can be done online via our [online form](#).

Cyberbullying

At AGSB, we are committed to maintaining a safe and respectful learning environment for all students. We have a zero-tolerance policy for any form of cyberbullying, and we take all incidents of online harassment very seriously. Our approach ensures that every case of cyberbullying is thoroughly investigated and addressed with appropriate measures. By fostering a culture of respect and responsibility, we aim to prevent cyberbullying and support all members of our school community in staying safe and secure online.

Definition

Cyberbullying involves aggressive and intentional behaviour carried out by an individual or group using information and communication technology (ICT), especially mobile phones and the internet, with the aim of repeatedly upsetting someone. It can occur between peers or across generations, meaning teachers and other adults can also be targeted.

Cyberbullying falls into seven main categories:

- Text messaging
- Pictures or videos sent from mobile phones
- Phone calls
- Email bullying
- Messages in chat rooms
- Instant messages during online conversations
- Harassment via websites, including blogs and personal sites

What the Law Says

Cyberbullying, involving the use of digital platforms to harass or intimidate others, is treated with seriousness under UK law. Schools have a duty to address and prevent cyberbullying as part of their broader safeguarding responsibilities.

Under UK law, several statutes are relevant to addressing cyberbullying:

Malicious Communications Act 1988:

This act criminalises the sending of electronic communications, including emails, texts, or social media messages, that are intended to cause distress or anxiety.

Protection from Harassment Act 1997:

This act makes it an offense to pursue a course of conduct that amounts to harassment. This can include repeated and unwanted online interactions that cause distress.

Communications Act 2003:

Under this act, it is an offense to send offensive, indecent, obscene, or menacing messages via electronic communications.

Public Order Act 1986:

This act covers threats, harassment, and public disturbances, including those that may occur online, and can be applied in cases of cyberbullying that involve threatening or abusive behaviour.

Guidance for Students

If you receive hurtful or intimidating messages, follow these steps:

- Do not ignore them: Share the messages with someone you trust, either at school or at home
- Do not delete messages: Keep the messages as they may serve as important evidence in tracing and stopping the bully.

- Never reply to the message: Responding could confirm receipt and potentially escalate the situation.
- Respect others: If you receive a message about someone else, do not act as an accessory to the cyberbully. Maintain respect for the person targeted and avoid contributing to the bullying behaviour.

Our PSHE programme aims to educate students on a range of matters around bullying behaviours. Bullying is also covered in the assembly programme.

Guidance for Parents and Carers

Parents/carers can support the School and their child by:

- Reinforcing safe use of technology: Emphasise the importance of using information technology responsibly, as communicated by the School.
- Using control software: Implement and monitor control software to manage access to chat rooms, blogs, and other online platforms.
- Educating their child: Ensure that their child understands the steps to take if they encounter bullying online.
- Contacting relevant parties: Reach out to the School, as well as the Internet Service Provider (ISP) or mobile phone network, if issues arise.

Support

- National Bullying Helpline: 0845 22 55 787
- Childline: 0800 1111

Websites:

- <https://www.anti-bullyingalliance.org.uk>
- <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>