



Antibullying Policy

Aspire • Believe • Achieve

Staff member responsible:	Adam Terrell
Role:	Deputy Head (Pastoral)
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Policy Statement

Frewen College is committed to providing a safe, caring, inclusive and respectful environment for all pupils, staff, volunteers and visitors. We adopt a zero-tolerance approach to bullying and will not tolerate any form of bullying, harassment, discrimination, intimidation, victimisation or abuse.

Bullying can have a significant impact upon wellbeing, mental health, self-esteem, attendance, safeguarding and educational outcomes. We recognise that bullying behaviour may occur in person, online, within boarding accommodation, during educational visits, while travelling to and from school, or in the wider community.

Frewen College will not dismiss bullying as "banter", "part of growing up", "just a joke", "falling out", "initiation" or "hazing". Any concern will be taken seriously, investigated promptly and addressed appropriately.

This policy applies to all members of the school community and to all school activities both on and off site.

Principles, Aims and Objectives

At Frewen College, we seek to create a culture in which bullying of any kind, either against pupils or adults, is not accepted by any member of the school community.

We strongly believe that every pupil has the right to study, live and flourish in a safe, supportive and secure environment free from intimidation, harassment, discrimination, physical threats or abuse.

We aim:

- To train all staff to recognise bullying and understand their responsibilities in responding to concerns.
- To ensure that all pupils, including boarders, and all staff feel safe, valued and included.
- To prevent all forms of bullying, including cyberbullying, prejudice-based bullying and discriminatory bullying.
- To operate proportionate systems to monitor electronic communications in accordance with statutory guidance and data protection requirements.
- To provide accessible and effective systems for children to report bullying.
- To ensure that concerns are addressed swiftly, consistently and effectively.
- To promote positive relationships based on respect, kindness and understanding.
- To maintain records and analyse patterns in order to improve practice.
- To support both victims and those displaying bullying behaviour.
- To ensure that pupils understand their responsibility to report bullying.

We are a **TELLING SCHOOL**. Anyone who knows bullying is happening is expected to tell a member of staff.

Because Frewen College is a boarding school, we recognise that boarders may be unable to escape bullying behaviours for long periods. Consequently, all staff have an enhanced responsibility to identify and respond to concerns quickly.

Bullying and Safeguarding

Frewen College recognises bullying as a form of child-on-child abuse.

Bullying may overlap with safeguarding concerns including:

- Physical abuse.
- Emotional abuse.
- Sexual harassment.
- Sexual violence.
- Harmful sexual behaviour.
- Coercive or controlling behaviour.
- Online abuse.
- Discriminatory abuse.
- Initiation or hazing activities.

Where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, staff will immediately follow the procedures outlined in the Safeguarding and Child Protection Policy.

All bullying concerns must be reported to the Designated Safeguarding Lead (DSL) or Deputy DSL. The DSL will determine whether the concern requires:

- Safeguarding intervention.
- Early Help.
- Referral to Children's Social Care.
- Police involvement.
- External agency support.

The safety and wellbeing of the victim will always be the school's primary consideration.

Definition of Bullying

Bullying is:

"Behaviour by an individual or group that intentionally hurts another person physically or emotionally and is often motivated by prejudice against particular groups."

Bullying usually involves:

- Deliberate and harmful behaviour.

- Repetition over time, although a single serious incident may constitute bullying.
- An imbalance of power between individuals or groups.
- Physical, emotional, social or psychological harm.

Stopping violence and ensuring immediate safety remains the school's first priority. However, emotional bullying can be equally damaging and will be taken just as seriously.

Low-level disruption, inappropriate language and derogatory comments will always be challenged. The school recognises that tolerating such behaviour can create an unsafe culture and discourage reporting.

Protected Characteristics

Particular attention is paid to incidents related to protected characteristics under the Equality Act 2010, including:

- Disability.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.
- Gender reassignment.
- Pregnancy and maternity.

Such incidents may be treated as safeguarding concerns and will be carefully monitored and recorded.

Forms of Bullying

Bullying may include:

Emotional

- Exclusion.
- Isolation.
- Ignoring others.
- Rumour spreading.
- Threatening gestures.
- Deliberate humiliation.

Physical

- Hitting.
- Kicking.
- Pushing.

- Fighting.
- Damage to property.
- Theft of belongings.
- Physical intimidation.

Verbal

- Name-calling.
- Teasing.
- Insults.
- Threats.
- Offensive comments.

Written

- Offensive notes.
- Written rumours.
- Hurtful messages.

Cyber-Bullying

- Social media abuse.
- Text messages.
- Instant messaging.
- Online gaming.
- Sharing images without consent.
- Fake profiles.
- Online humiliation.
- Upskirting or image-based abuse.

Racist Bullying

Bullying directed at a person's race, ethnicity, culture, nationality, language or heritage.

Religious Bullying

Bullying relating to faith, religion or belief.

Sexist Bullying

Bullying based upon sex or gender stereotypes.

Sexual Bullying

Unwanted sexual attention, comments, touching, innuendo or harassment.

Homophobic Bullying

Bullying based upon actual or perceived sexual orientation.

Transphobic Bullying

Bullying based upon a person's gender identity or perceived gender identity.

SEND-Based Bullying

Bullying involving a pupil's disability, learning difficulty, neurodivergence or additional need.

Cultural Bullying

Bullying directed at cultural identity or customs.

Signs of Bullying

Staff should remain alert to indicators including:

- Anxiety or distress.
- Withdrawal from activities.
- Unexplained injuries.
- Damaged or missing belongings.
- Declining academic performance.
- Frequent illness complaints.
- Reluctance to attend school.
- Poor attendance.
- Changes in friendships.
- Increased isolation.
- Sleep difficulties.
- Low self-esteem.
- Emotional outbursts.
- Concerns relating to internet or mobile phone use.
- Discussion of self-harm, running away or suicide.

Although these indicators do not automatically indicate bullying, repeated or combined indicators must be explored.

Reporting Bullying

Bullying may be reported to:

- Any member of staff.
- A Tutor.
- A Houseparent.
- Head of School.
- Deputy Head.
- DSL or Deputy DSL.
- Headmaster.
- Independent Listener.
- Through pupil voice systems.

- Through concerns or worry boxes.

Concerns may be reported by:

- Victims.
- Witnesses.
- Pupils.
- Staff.
- Parents.
- Visitors.
- Volunteers.

All reports will be taken seriously.

Additional Protection for Boarders

As a boarding school, Frewen College recognises the increased vulnerability that can arise within residential communities.

The school will:

- Maintain appropriate supervision arrangements.
- Conduct welfare monitoring and pastoral check-ins.
- Monitor friendship groups and social dynamics.
- Provide confidential reporting opportunities.
- Monitor electronic communications proportionately.
- Ensure access to DSLs and boarding staff outside teaching hours.
- Provide access to external support services.
- Regularly discuss anti-bullying expectations within boarding houses.

Boarding staff are expected to remain vigilant and respond promptly to concerns.

Independent Listener

All boarders have access to an Independent Listener who is independent of the school's management structure.

Boarders may confidentially discuss concerns regarding:

- Bullying.
- Safeguarding.
- Wellbeing.
- Relationships.
- Complaints.

Details are displayed within boarding accommodation and communicated regularly to pupils.

Cyber-Bullying

Cyber-bullying is bullying through technology.

Examples include:

- Threatening text messages.
- Abusive emails.
- Harmful social media posts.
- Online harassment.
- Sharing images without consent.
- Fake accounts.
- Exclusion from online groups.
- Online rumours.
- Harmful comments within gaming platforms.

Students are taught to:

- Respect others online.
- Think before posting.
- Save evidence.
- Block offenders.
- Report concerns promptly.
- Support victims.

The school may search electronic devices and delete inappropriate material where legally permitted and appropriate.

Serious incidents may be referred to police or safeguarding agencies.

Preventative Strategies

The school seeks to prevent bullying through:

- A positive culture based upon respect.
- Strong pastoral care.
- PSHE education.
- Assemblies.
- Tutor programmes.
- Online safety education.
- Peer support initiatives.
- Celebration of diversity.

- Staff training.
 - Boarding house programmes.
 - Pupil voice opportunities.
 - Effective behaviour management.
 - Parent engagement.
 - Anti-bullying awareness initiatives.
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Staff Responsibilities

All staff:

- Take bullying seriously.
 - Act immediately when concerns arise.
 - Report concerns to the DSL or Deputy DSL.
 - Record incidents appropriately.
 - Promote positive relationships.
 - Challenge discriminatory language.
 - Act as positive role models.
 - Maintain vigilance for signs of bullying.
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Procedures

Where bullying is reported or suspected:

1. Immediate safety will be secured.
2. The concern will be reported to the DSL or Deputy DSL.
3. Victims, witnesses and alleged perpetrators will be spoken to separately.
4. Relevant written accounts will be obtained.
5. Parents will be informed.
6. The concern will be investigated.
7. Appropriate sanctions and support will be implemented.
8. Follow-up monitoring will occur.
9. Further action will be taken if bullying persists.

Any concerns involving:

- Sexual harassment.
- Sexual violence.
- Child-on-child abuse.
- Hate incidents.
- Serious physical harm.
- Online abuse.

must be referred immediately to the DSL.

Support for Victims

Support may include:

- Pastoral support.
- Counselling.
- Mentoring.
- Therapeutic interventions.
- Risk assessments.
- Boarding adjustments.
- Increased monitoring.
- Safeguarding support.
- External agency referral.

The wishes and feelings of the victim will be central to decision-making.

Support for Pupils Displaying Bullying Behaviour

The school seeks to address underlying causes as well as impose consequences.

Support may include:

- Restorative approaches.
- Counselling.
- Mentoring.
- Behaviour support.
- Social skills intervention.
- Therapeutic support.
- Safeguarding assessment.

Sanctions will be applied in accordance with the Behaviour Policy.

Bullying Involving Staff

Bullying may occur between:

- Pupil and pupil.
- Pupil and staff.
- Staff and pupil.
- Staff and staff.

Any allegation involving staff will be managed in accordance with:

- Staff Code of Conduct.
- Staff Disciplinary Procedures.
- Grievance Procedures.
- Low-Level Concerns Policy.
- Safeguarding and Child Protection Policy.

All allegations involving staff and pupils will be reported to the Headmaster and DSL.

Recording and Monitoring

All bullying concerns, allegations, investigations, outcomes and follow-up actions will be recorded.

Records will include:

- Date and location.
- Individuals involved.
- Nature of incident.
- Protected characteristic factors.
- Actions taken.
- Communications with parents.
- Outcomes.
- Review arrangements.

The DSL and Senior Leadership Team will monitor records to identify:

- Emerging themes.
 - Repeat incidents.
 - Vulnerable pupils.
 - Trends involving protected characteristics.
 - Effectiveness of interventions.
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Governance Oversight

The Governing Board will:

- Monitor implementation of this policy.
- Review anonymised bullying data.
- Monitor protected characteristic incidents.
- Evaluate preventative measures.
- Ensure compliance with safeguarding requirements.
- Support a culture of respect, inclusion and safety.

The Headmaster is responsible for implementation of this policy.

Bullying Outside School

The school may take disciplinary action regarding bullying that occurs:

- While travelling to and from school.
- During educational visits.
- During boarding activities.
- Online.
- Within the local community.

Where behaviour may be criminal or poses a serious risk to others, police involvement will be considered.

Involvement of Parents

Parents are expected to:

- Support the school's anti-bullying approach.
- Report concerns promptly.
- Work cooperatively with the school.
- Encourage responsible behaviour.
- Support appropriate interventions.
- Retain evidence relating to cyber-bullying where relevant.

Parents will be informed whenever their child is found to be involved in substantiated bullying, either as a victim or perpetrator.

Related Policies

- Safeguarding and Child Protection Policy
 - Behaviour Policy
 - Online Safety Policy
 - Child-on-Child Abuse Policy
 - SEND Policy
 - Equality, Diversity and Inclusion Policy
 - Staff Code of Conduct
 - Boarding Handbook
 - Complaints Procedure
 - PSHE Policy
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Useful Contacts

Childline: 0800 1111

NSPCC: 0808 800 5000

Samaritans: 116 123

National Bullying Helpline: 0300 323 0169

Kidscape: www.kidscape.org.uk

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

Childnet: www.childnet.com

Family Lives/Bullying UK: www.familylives.org.uk