



Cheadle Hulme School

## **ANTI-BULLYING POLICY**

**Please also refer to Equality & Diversity Policy**

**This Policy is applicable to all pupils in the School  
including those in an EYFS setting**

**Please follow this link for the relevant procedure on the School's intranet:  
Cyberbullying Procedure; Antibullying Procedure**

Cheadle Hulme School is committed to working with staff, pupils and parents/carers to create and maintain a school community where all pupils experience an education free from bullying. The School anti bullying policy and procedures have been developed with due regard for our duties and obligations under existing legislation and public sector duties for the safeguarding and wellbeing of all our pupils.

The School will have appropriate procedures in place, which will be reviewed regularly, to ensure that:

- all members of its community including staff, students and parents are made aware that there is a zero tolerance of bullying behaviour;
- all members of the School community have an understanding of what types of behaviour constitute bullying;
- there is a clear understanding of the School's stance on matters of equality and diversity in order that everyone is aware of the expectation that, rather than allowing discriminatory behaviour to develop into acts of bullying, everyone will be tolerant of others' personal circumstances and that "differences" are celebrated;
- as part of the curriculum, issues around bullying are addressed;
- there are measures in place so that, in the event of anyone being subject to bullying acts, they are clear about whom they should talk to;
- anyone becoming aware that another person is being subjected to bullying takes appropriate action to prevent any escalation;
- staff receive regular training about bullying and are alert to the signs of any student being bullied;
- staff will take any allegations of bullying seriously and in confidence;
- records are kept of any instances of alleged or actual bullying;
- appropriate action is taken against anyone accused of bullying;
- any target of bullying is supported effectively and depending on the circumstances, the perpetrator is also supported;
- parents/carers are aware as to whom they should approach if they feel that their child is subject to bullying (this would normally be the Form Tutor or Head of Year in the Senior School; the Class Teacher or Pastoral Manager in the Junior School)
- if any bullying issues appear to raise safeguarding issues, these will be dealt with according to the School's safeguarding policy and procedures.

The sanctions which the School may impose on anyone who is found to have been bullying other members of the School community will reflect the seriousness of the situation. While the School will treat the perpetrator fairly, in a very serious instance or in cases of persistent bullying, a pupil may be required to leave the School permanently in accordance with the School's Exclusion Procedure.

Date of approval by Governors:

July 2016

Date of approval by Head and Second Master

July 2016

Proposed review date:

June 2017

Governor Group responsible:

Legal and Compliance

SLT member responsible:

Deputy Head Pupil Progress & Welfare

Relevant Procedure:

Cyber-bullying procedure;  
Antibullying Procedure