KING EDWARD'S SCHOOL
POLICY DOCUMENT

Title: Anti-Bullying Policy

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Introduction

The control and management of bullying is important for all schools. This document sets out King Edward's School's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

- All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.
- There is **no justification whatsoever** for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, special educational needs, or ability are absolutely repudiated as reasons for bullying.
- Bullying behaviour can be a problem for the perpetrator and the victim and should be addressed in positive and constructive ways that provide opportunities for growth and development for the perpetrator and victim alike. The negative impact on those witnessing bullying (bystander) should also be considered, and appropriate support put in place.
- Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.
- It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.
- Parents/guardians have an important role in supporting King Edward's school in maintaining high standards of behaviour. It is essential that school and homes have consistent expectations of behaviour and that they co-operate closely together. Acceptance of this policy forms part of our standard terms and conditions. This policy is available to parents of pupils and prospective pupils on our website and on request.

Aims

The School will:

- Ensure that every member of our community feels valued and respected, has positive feelings about KES, and is able to fully concentrate on their work and is free from intimidation.
- Fulfil King Edward's School's statutory responsibility to respect the rights of children and to safeguard and promote their welfare so that they can learn in a relaxed and secure atmosphere.
- Take preventative measures to minimise the occurrence of such behaviour and to deal with any incident systematically, consistently and efficiently.
- Create a culture in which bullying is not tolerated and is challenged.
- Emphasise to staff, pupils and their parents and carers the School's intolerance of bullying behaviour and their role in prevention.
- All members of the school community should be free from the fear of bullying. Everyone should feel able to speak out and report any concerns about bullying in the knowledge that they will be listened to and that the matter will be investigated. Bullying, harassment and victimisation and discrimination will not be tolerated. We treat all our pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable.

What is bullying?

DEFINITION OF BULLYING

Bullying is behaviour by an individual or group that intentionally hurts another individual or group either physically or emotionally.

Put another way, bullying is the intentional hurting, harming, or humiliating of another person. It may take many forms, including physical (including any threat of or use of violence of any kind), sexual (including the sharing of nudes/semi-nudes), verbal (including cyberbullying via text messages, email, social media, gaming, or other instant messages, and can include the use of images and video), and/or emotional (including by excluding, being sarcastic, name-calling, tormenting or spreading malicious rumours). It can involve manipulating a third party to tease or torment someone, or actions that fall short of direct participation, where someone encourages others to bully, or joins in with laughing at a victim. Bullying is often hidden and subtle. It can also be overt and intimidating, and often involves an imbalance of power between the perpetrator(s) and the victim(s) whether that be a physical, psychological (knowing what upsets someone), or intellectual imbalance, or by the perpetrator(s) having access to the support of a group, or the capacity to socially isolate the victim(s).

Bullying can sometimes amount to child on child abuse, which is defined as abuse by one or more pupils against another pupil. It can be standalone or as part of wider abuse and can happen both inside and outside of school, and online. Further information about child on child abuse, including the procedures to follow when an incident on child on child abuse is reported can be found in the School's Child Protection & Safeguarding policy.

Bullying is often motivated by prejudice against particular groups, and may involve actions or comments regarding a person's race, religion, sex, gender, sexual orientation, special education needs or disabilities (SEND) or certain health conditions, or because of a child's familial circumstances, such as they are adopted, in care or that they have caring responsibilities. Bullying may be motivated by actual differences between children, or perceived differences. For example, bullying can still be homophobic if directed towards a child that is perceived to be gay, whether or not this is the case.

Bullying can happen anywhere and at any time and can involve anyone - pupils, other young people, staff, and parents.

Where an incident of bullying causes or is likely to cause significant harm to a pupil, the School will follow the procedures set out in the School's [Child Protection and Safeguarding Policy].

Cyberbullying is the use of the internet, mobile phones or other electronic devices to bully. It is recognised that the widespread use of new technology, in particular mobile phones and Internet based communication, has provided additional opportunities for bullying behaviour.

The school will address the inappropriate use of the internet, threats or comments made by mobile phone and other associated technologies such as camera and video facilities even if this misuse occurs outside of school if a member of our community is being made to feel uncomfortable and unhappy as a result.

Bullying may cause serious psychological harm to its victims. In some instances, it may also be treated as a criminal offence under the laws concerning harassment and threatening behaviour.

Specifically, **Keeping Children Safe in Education (KCSIE 2024)** requires School Rules and Behaviour policies to be clear regarding child on child sexual violence and sexual harassment. The start point regarding any report of this nature will always be that sexual violence and sexual harassment are not acceptable and will not be

tolerated at King Edward's School. Teachers and pupils will not pass off such behaviours as "banter", "part of growing up", or "having a laugh". Staff are aware of the importance of not tolerating or dismissing such issues, and are expected to challenge behaviours such as up-skirting, grabbing, groping and excessive physicality.

This policy applies to incidents of bullying which take place on school premises, but as the school has an enduring interest in the welfare and conduct of its pupils it will respond to any information it receives about bullying outside school. The School is not **legally** responsible for bullying which takes place elsewhere, and parents may choose to involve other agencies in these cases. **The "School's premises" is deemed to include any authorised off-site activities.**

If it emerges that a pupil is responsible for bullying other children outside school then this matter will be addressed. If a child is found to be the victim of bullying outside school then help and support will be offered. Any further School action against the perpetrators who are members of the School will be taken at the discretion of the Headmaster or his Deputy. This is likely to take into account any repercussions for members of the School community and the reputation of the School.

If there are more general concerns about children's safety outside school then the local police will be contacted and their help sought in resolving the situation. If concerns arise in relation to school transport then the issue will be raised with the transport companies and their help sought in dealing with the problem.

If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents. If children are being bullied by pupils of another school the Head of that school will be informed and invited to deal with the matter.

So how do we deal with bullying?

The framework for dealing with bullying is based around the following aspects:

1. **Revealing/reporting**
2. **Collecting evidence and recording**
3. **Actions**
4. **Support and education**

Revealing and Reporting

All staff involved in the education and/or supervision of children are made aware of the issue of bullying and the need to apply the school's policy of zero tolerance consistently when episodes of bullying are witnessed or reported. Staff regularly reinforce the message to children that bullying is unacceptable and take positive action to prevent and control it. To normalise speaking out with confidence children are encouraged to talk to staff and senior pupils about incidents of bullying which they experience or of which they may become aware.

The issue of bullying, the school's policy and the actions that will be taken to prevent bullying taking place are raised with pupils at a number of levels including: assemblies, during tutor periods, through the Learning for Life (PSHE) curriculum, and other appropriate curriculum subjects.

Children who are felt to be at risk of bullying (or who have suffered from bullying in the past) are offered additional support and guidance. Children who have bullied others are given advice and support and taught strategies to enable them to bring their unacceptable behaviour to an end.

The School recognises that children with SEND or certain health conditions can face additional safeguarding challenges and may be more prone to peer group isolation or bullying (including prejudice-based bullying) than other children. The School also recognises that certain children may face additional barriers to reporting an incident because of their vulnerability, disability, sex, ethnicity and/or sexual orientation.

Parents who believe their children are the victims of bullying are asked to share their concerns with school at the earliest opportunity and be prepared to work with the school to help keep their children safe in future. All expressions of concern are taken seriously and investigated thoroughly.

Similarly, if parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

All our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place. Pupils can also use the 'Want to talk' button on the VLE to request a conversation with a member of staff.

No one should hesitate to take action to report concerns because of fear of possible repercussions.

Collecting Evidence and recording

Wherever bullying occurs the school seeks to respond in a consistent and firm manner. When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated immediately. We will interview those involved, and possibly witnesses, and keep a record.

A central Record will be kept of all incidents to enable Heads of Sector and Heads of Year to identify patterns of behaviour and to evaluate the effectiveness of this anti-bullying policy.

Actions

Some pupils and parents will want to know what the school can actually do when bullying occurs. The school will not respond to all incidents of bullying in the same way. In cases of minor bullying, or where intervention is early, we recognise that the most important outcome is that the bullying should stop. Therefore, in such cases we may adopt a "No Blame Approach". This means that a member of staff will meet with the victim and the perpetrator(s) in order that the perpetrator(s) can realise the extent of the upset that has been caused. The perpetrator will be given support to change his or her behaviour. It is important to recognise that it is the bullying behaviour and not the student that the school will not tolerate. We are committed to providing the support that can be necessary to enable the perpetrator to behave in a more positive manner moving forward.

Support and education

People who are being bullied are rightly concerned that if the matter is handled insensitively it could get worse. At King Edward's it will not get worse, it will stop. The privacy and dignity of a person being bullied is always our primary concern. Victims of bullying will always be offered a proactive, sympathetic and supportive response. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the perpetrator
- discussion of strategies to prevent further incidents, such as befriending, assertiveness training, extra supervision/monitoring, creation of a support group, peer mediation/peer mentoring
- adult mediation between the perpetrator and the victim
- counselling

The school has a number of specially trained mentors across the Upper School and Sixth Form. They offer peer support and/or work on behalf of a pupil with a member of staff.

The **perpetrator** must see, hear and feel the School's disapproval and must understand that such behaviour must stop. As in many schools, we sanction the behaviour, not the child.

The School is of the view that in some cases the positive use of sanctions, as set out in the school's Behaviour Policy and applied consistently and fairly, can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.

Bullying behaviour will be responded to in a proportionate way – the more serious the cause for concern the more serious the response. The exact nature of the response will be determined by the degree of severity and needs of the individual case.

Parents can expect to be kept informed and involved.

The following options will also be considered:

- counselling/instruction in alternative ways of behaving
- a meeting involving all the parties, with close staff supervision, with a view to developing a restorative strategy for all concerned to close the episode.

- engagement with the perpetrator(s) to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- loss of privileges or other sanction in accordance with our Behaviour Policy
- particularly serious and/or persistent cases could result in the internal suspension/suspension/permanent exclusion of the perpetrator(s)
- withholding participation in sports or out of school activity (if not an essential part of curriculum)

In all cases, a monitoring and review strategy will be instigated and placed on record by a senior member of the Pastoral team.

In the event that the support put in place for the perpetrator does not result in the modification of behaviour to an acceptable level, the school may exclude a pupil, either temporarily or permanently.

In very serious cases, and only after the Headmaster has been involved, it may be necessary to make a report to the police or to the Social Services. Whilst bullying itself is not a specific criminal offence, there are criminal laws which apply to harassment, sexual violence and assault, sexting, the sharing of nudes/semi-nudes (in certain circumstances), upskirting and to violent and threatening behaviour. However, our aim is to attempt to resolve such issues internally under the School's own disciplinary procedures, unless the matter is of such gravity that a criminal prosecution is likely.

Preventative Measures

The School's response to bullying does not start at the point in which a pupil has been bullied. We take preventative measures in order to create an environment that prevents bullying from becoming a problem at the School in the first place. The School seeks to educate on this topic frequently and from the outset:

- The School promotes an ethos of good behaviour where pupils treat each other with respect at all times, inside and outside of school. These are clearly framed in the School's Purpose and Values.

- We use appropriate assemblies to reinforce and explain the School's expectations with, for example, messages about community involvement and taking care of each other. We focus on the importance of equality and diversity and pupils are encouraged to avoid prejudicial and exclusionary language.

- We have an established Learning for Life (PSHE) programme as part of a wider pastoral curriculum. The programme teaches pupils about their relationships with others and addresses the issue of bullying, as well as having the built-in flexibility to deal with aspects of the topic as and when the need should arise.

- Form Tutors discuss the issue of bullying and reinforce this message by developing social skills and by teaching moral and spiritual values that show all bullying to be unacceptable.

- All new pupils are briefed thoroughly on the school's expected standards of behaviour. They are told what to do if they encounter bullying. All pupils are encouraged to tell any member of staff at once if they are being bullied, or if they know or suspect that bullying is taking place. We guarantee that those who report bullying in good faith will not be punished, will be taken seriously and will be supported and kept safe.

- Newly appointed staff will discuss the school's anti-bullying policy as part of their induction and our pastoral team gives support and guidance to colleagues on handling and reporting incidents, and on the follow-up work with both victims and bullies. Our pastoral team gives support and guidance to

other staff on handling and reporting incidents, and on the follow-up work with both victims and bullies. INSET sessions are provided as appropriate.

- The School will ensure that all School staff understand the principles of the School's policy, the School's legal responsibilities, actions to be taken to resolve and prevent incidents of bullying from arising or escalating and also details of sources of further support.

- The School recognises that certain children may be more at risk of bullying than others and may require additional support when dealing with an incident of bullying, for example children with SEND and/or certain health conditions, and LGBTQ+ pupils. The School will ensure that staff receive appropriate training to be able to understand the specific needs of our pupils, and to enable all staff to provide an inclusive environment for all pupils.

- We have a strong and experienced pastoral team of Tutors, Heads of Year, and Heads of Sector who support the Deputy Head (Pastoral) and are trained in handling any incidents as an immediate priority, and who are alert to possible signs of bullying and will know when to apply our Safeguarding and Child Protection Policy to bullying incidents.

- Our trained School Counsellor and the listening service are important parts of our pastoral support service, providing specialist skills of assessment, listening and counselling. They are available to give confidential advice and support to pupils to address pupils social, emotional or behavioural concerns. A member of our pastoral team or the school nurse may refer a pupil to them.

- Staff are instructed to be vigilant of particular areas of the school site and occasions where incidents of bullying might be most likely to occur. They are trained to be alert to inappropriate language or behaviour. Staff are always on duty at times when pupils are not in class and patrol the school site.

- The school has access to a wide variety of resources relating to tackling and tracking homophobic language in school and will monitor homophobic or transphobic bullying closely.

- Our Form rooms and Health and Wellbeing Centre display advice on where pupils can seek help, including details of confidential help lines and web sites connecting to external specialists, such as Childline, Off the Record and Samaritans. The VLE provides a wealth of similar pupil information.

- We provide leadership training to our team of prefects which specifically covers the importance of offering support and assistance to younger and to vulnerable pupils.

- The School does not tolerate peer-group "initiation ceremonies", hazing type violence or rituals designed to cause pain, anxiety or humiliation to pupils.

- The School has the right, and duty, to investigate incidents of bullying involving our pupils which take place outside School hours, on School visits and trips, online, or that otherwise occur outside of School. The School has the right to take disciplinary measures in respect of such incidents. Disciplinary measures will be taken in accordance with the School's Behaviour Policy and will be applied in a fair, consistent, and reasonable manner, taking into account the needs of pupils with SEND and certain health conditions, and vulnerable pupils.

- Staff will always consider the motive behind bullying behaviour and whether it raises any concerns for the welfare of the perpetrator(s). If staff reasonably suspect that a pupil may be suffering, or is likely to suffer significant harm, they should follow the procedures set out in the School's Safeguarding and Child

Protection Policy and discuss their concerns with the School's Designated Safeguarding Lead (DSL) without delay.

With specific reference to cyber-bullying, we state the following:

- All pupils must adhere to the KES E-safety Policy regarding the safe use of the internet. Certain sites are blocked by our filtering system and our IT Department monitors pupils' use. The School system is monitored.
- The School may impose sanctions for the misuse, or attempted misuse, of the internet and social media
- The School issues all pupils with their own personal school email address. [Access to sites such as "hotmail" is not allowed inside school].
- The School offers guidance on the safe use of social networking sites and cyberbullying in Learning for Life (PSHE) lessons.
- Mobile phone use is regulated. Year 7 to 11 are not permitted access to their phones during the school day. Sixth Form pupils are permitted to use their phones within the Holbeche Sixth Form Centre only.
- The use of cameras on mobile phones is not allowed except when the permission of a member of staff has been sought beforehand and then only for specific educational purposes.
- The school will address the inappropriate use of the internet, threats or comments made by mobile phone and other associated technologies such as camera and video facilities even if this misuse occurs outside of school if a member of our community is being made to feel uncomfortable and unhappy as a result and refers to national guidance when incidents of Youth Produced Sexual Imagery arise.

This policy is readily available on the School's website. All parents are asked to read and discuss the Anti-Bullying Policy including the appendix on the use of ICT and mobile phones with their child when they join KES, so they are clear on the School's approach to bullying and what to do if their child experiences bullying.

What do you do if you know someone is being bullied?

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

Role of Parents

Parents have an important part to play in our Anti-Bullying Policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the school site or involve an older child to deal with the perpetrator. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help. Let your child know that a bully has a problem that the staff need to help him/her with and by talking to a member of staff your child will help the bully so they do not behave in that manner again.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

Procedures for dealing with bullying

The School ensures that all instances of, or concerns about bullying and cyberbullying, both on and away from School premises are easy to report and that they are recorded properly.

The School recognises that pupils are likely to report bullying to someone they trust: this could be any member of staff. The School also recognises that children may not find it easy to tell staff about bullying verbally and that instead they may show signs or act in ways they hope adults will notice and react to. It is also recognised that an incident may come to a member of staff's attention through a report of a friend, or by overhearing conversations. All staff will be trained in handling an allegation and will be aware that they must listen to the pupil, not ask leading questions, and make a written record of the allegation to the best of their ability.

The School also recognises that a first disclosure to a trusted adult may only be the first incident reported. It is not necessarily representative of a singular incident. Staff will take all reports seriously regardless of how long it has taken for the child to come forward. Staff will act immediately and will support the victim(s) when they raise a concern.

If an incident of bullying is reported, the following procedure will be adopted:

- According to the severity of the incident, the matter can be dealt with by the member of staff receiving the information, a member of the pastoral management team or the Pre-Prep, Junior or Senior management teams. In all cases it should be reported in writing to Form teacher and a pastoral leader.
- Where an issue of pupil behaviour or bullying gives 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm', staff should follow the procedures set out in the School's Safeguarding and Child Protection Policy rather than the procedure set out below.
- Both the victim and the alleged perpetrator(s) should be interviewed and, where necessary, statements taken.
- Witnesses (neutral) should also be interviewed. An informant must be assured that they have acted responsibly in reporting the behaviour. Staff will reassure and support the pupils involved, without promising absolute confidentiality.

- A course of action should be determined. No steps should be taken before the victim receives an explanation of the proposed course of action and his/her permission to proceed is obtained/understanding secured.
- Where the reported bullying behaviour is identified as potentially criminal in nature, or there may be a risk of harm to someone, the Deputy Head (Pastoral) will discuss this with the Headmaster and, if considered necessary, will report the matter to the police without delay. The School will then follow the procedures set out in the Safeguarding and Child Protection Policy as well as any guidance from the police.
- The parents/guardians of all parties will be informed and may be invited into School to discuss the matter, and the appropriate sanctions under the Behaviour Policy and/or Exclusions Policy. The parents' support will be sought in respect of preventative measures, and any concerns of either party will be addressed.
- A plan of action should be established, incorporating disciplinary measures and support for the perpetrator(s) where necessary, and where possible agreed with all parties. This plan should acknowledge the need for appropriate support for both the bullied pupil(s) and the perpetrator(s), while addressing disciplinary actions in line with the Behaviour Policy and/or Exclusions Policy, if applicable.
- If the bullying has involved a 'group', pupils must, where possible, be dealt with individually.
- Punishment must be appropriate to the severity of the incident and must go hand in hand with advice and warning about such behaviour: it must only be imposed when allegations are substantiated. The School may exclude a pupil, either temporarily or permanently, in cases of serious or persistent bullying, or in the event that the support put in place for the perpetrator(s) does not result in the modification of behaviour to an acceptable level. For serious incidents, the matter must be referred to the Headmaster or his Deputy.
- A central record is kept of all serious behavioural incidents, including bullying. Records will also be kept on files relating to safeguarding where appropriate.
- Pastoral leaders must be vigilant to any developing patterns and intervene appropriately.
- The welfare of the victim and behaviour of the perpetrator(s) must continue to be monitored, either formally or informally. A strategy will be put in place and put on record.
- Senior staff and Governors will regularly evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns on an annual basis. These will be shared with staff, parents/carers and pupils.

This policy should be read in conjunction with the Senior School Rights & Responsibilities, and with the following policies: Behaviour, Safeguarding and Child Protection, E-safety, Equal Opportunities, Exclusion and SEND.

APPENDIX 1 - Cyberbullying:

Definition:

Cyberbullying can be defined as "*the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others*" (Belsey, http://www.cyberbullying.org/). It is an aggressive, intentional act often carried out repeatedly over time, and often against a victim who cannot easily defend themself. The School acknowledges that cyberbullying may take place inside School, outside of School and at any time of the day.

Cyberbullying may take many different forms and could involve communications by various electronic media, including for example:

- Bullying by texts or messages or calls on mobile phones
- Use of mobile phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, sexual, discriminatory, offensive, defamatory or humiliating material on websites (including blogs, personal websites, and social networking sites such as Snapchat, Instagram, Twitter(X) or YouTube).
- Hi-jacking email accounts (using someone else's identity)
- Making threatening, abusive, defamatory or humiliating remarks in chatrooms or on social media
- Posting threatening, abusive, defamatory or humiliating material on reunion or networking sites
- Unauthorised publication of private information or images

Pupil Guidance:

Victims of cyberbullying should follow the guidelines detailed above.

In addition, pupils should not:

- Respond abusive messages but log them and report them
- Share personal details
- Reply to abusive emails or posts
- Respond to messages from unknown individuals

Responsibilities:

School:

The School plays a crucial role in educating pupils about the essential knowledge and behaviours needed to navigate the online world safely and confidently, regardless of the device, platform, or app. To support this, the School adheres to the DfE's non-statutory guidance on Teaching Online Safety in School (January 2023).

The School has implemented a filtering system to prevent pupils from accessing illegal or inappropriate content in an educational context. Additionally, user activity on school devices is monitored for potentially harmful content or activity. The School also trains its staff to respond to reports of cyberbullying or harassment and has systems in place to address these issues.

The School has established restrictions on the use of mobile devices to support the wellbeing of each pupil and to limit opportunities for misuse of devices, social media, and cyberbullying. Specific guidelines are detailed in the Rights and Responsibilities document.

For incidents of cyberbullying, the School will adhere to the procedures outlined in this policy and the Safeguarding and Child Protection Policy, taking disciplinary action deemed reasonable under the circumstances. This aims to regulate pupil conduct, protect the School's reputation, and ensure the welfare of its pupils.

In response to allegations of cyberbullying, certain staff members are authorized to search for electronic devices, such as a pupil's mobile phone, with the approval of a senior staff member (e.g. Deputy Head Pastoral). Staff do not need the consent of the pupil or their parents to conduct a search, provided they have reasonable grounds to suspect that the pupil possesses a prohibited item or an item that has been or is likely to be used to commit an offence, cause personal injury, or damage property. When necessary, the School will confiscate electronic equipment to prevent misuse or criminal activity.

The search will be conducted in accordance with the procedure set out in the Behaviour Policy.

Although cyberbullying is not a specific criminal offence, there are however criminal laws that may apply to communications of a harassing or threatening manner or the unauthorised publication of private images, upskirting, sharing nudes/semi-nudes, and sexting. Where the School considers that a reported incident of cyberbullying may amount to a criminal offence, it will inform the police.

Pupils:

Pupils have a responsibility to follow the guidelines set out in the E-safety and Acceptable Use policies and adhere to the mobile phone guidelines outlined in the Rights and Responsibilities document.

In addition, pupils should:

- Respect other people's privacy
- Avoid doing online what they would not do face-to-face
- Consider how their actions might affect others and avoid causing alarm or distress

Parents:

It is essential that parents make their child aware of the serious nature of cyberbullying and discuss with them the advice given above about how to respond if they experience cyberbullying. Parents should be proactive in monitoring their child's use of ICT and in particular their use of the internet, instant messaging (e.g., Snapchat) and social networking sites.