

Packwood

Part of the Shrewsbury
School Family



Anti-Bullying Policy

2026-2027

Packwood School

Applies to: Whole School, including EYFS

Owner: Headmaster

Approved by: Governing Body

Review Cycle: Annual

1. Policy Statement

At Packwood School, we are committed to fostering a safe, nurturing and inclusive environment in which every pupil feels respected, valued and able to flourish. We believe that positive relationships, kindness, courtesy and mutual respect are fundamental to the life of the School and to the development of confident, compassionate and responsible young people.

Bullying of any kind is unacceptable and will not be tolerated. The School is committed to taking all allegations of bullying seriously and responding promptly, fairly and effectively. We seek not only to prevent bullying but also to educate pupils about the impact of their behaviour and the importance of treating others with dignity and respect.

All members of the School community, including pupils, staff, parents and governors, share responsibility for creating and maintaining a culture in which bullying is actively discouraged and where concerns can be raised confidently and without fear.

This policy applies to conduct occurring on School premises, within the boarding environment, during educational visits and activities, while travelling to and from School, and online where such behaviour affects members of the School community or may adversely impact a pupil's welfare, wellbeing or educational experience.

2. Aims

The aims of this policy are to:

- Promote a culture of kindness, respect and inclusion throughout the School.
- Prevent bullying from occurring wherever possible.
- Ensure pupils understand what bullying is and how it differs from friendship difficulties or occasional disagreements.
- Encourage pupils to speak out if they are concerned about themselves or others.
- Provide clear procedures for reporting and responding to concerns.
- Support those who have experienced bullying.

- Address and challenge bullying behaviour through appropriate intervention, education and sanctions.
- Ensure staff, pupils and parents work together to promote positive relationships and pupil wellbeing.

3. Definition of Bullying

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

Bullying may be motivated by prejudice or negative attitudes towards an individual's characteristics and may take many forms, including:

- Physical bullying, such as hitting, kicking, pushing or damaging possessions.
- Verbal bullying, including name-calling, taunting, threats or offensive remarks.
- Emotional or psychological bullying, such as intimidation, exclusion, humiliation or manipulation.
- Social bullying, including spreading rumours, encouraging exclusion or damaging relationships.
- Prejudice-based bullying linked to race, religion, culture, disability, special educational needs, sex, sexual orientation, gender reassignment or family circumstances.
- Cyberbullying through social media, messaging platforms, gaming platforms, email or other digital technologies.

The School recognises that some bullying behaviour may constitute peer-on-peer abuse and therefore require a safeguarding response under the School's Safeguarding and Child Protection Policy.

4. School Ethos and Culture

Packwood School seeks to develop an environment in which kindness, integrity and respect for others are consistently promoted and modelled throughout the School community.

Through the curriculum, pastoral care programme, assemblies, boarding provision, co-curricular activities and daily interactions, pupils are encouraged to:

- Value and celebrate differences.
- Demonstrate empathy and compassion.
- Resolve disagreements constructively.
- Take responsibility for their actions.
- Understand the impact their behaviour may have on others.

- Seek support when concerns arise.

The School believes that effective anti-bullying work is embedded within everyday school life and not limited to responding when incidents occur.

5. Prevention

The most effective way to address bullying is to prevent it from occurring. The School therefore adopts a proactive approach through education, pastoral support and the promotion of positive relationships.

Preventative measures include:

- A strong pastoral care system.
- Regular discussion of relationships, respect and online safety through the curriculum.
- Assemblies and awareness initiatives.
- Promotion of pupil voice and opportunities for pupils to raise concerns.
- Staff supervision and monitoring in key areas of the School.
- Appropriate online filtering and monitoring systems.
- Boarding procedures that promote pupil wellbeing and safety.
- Staff training in recognising and responding to bullying.

Pupils are encouraged to report concerns about their own experiences or worries regarding others, understanding that reporting concerns is a positive and responsible action.

6. Cyberbullying

The School recognises that advances in technology have increased opportunities for bullying to occur beyond the physical school environment.

Cyberbullying may include:

- Sending offensive or threatening messages.
- Sharing embarrassing images or information.
- Deliberately excluding individuals from online groups.
- Creating fake accounts or impersonating others.
- Posting harmful, offensive or humiliating content online.

The School treats cyberbullying seriously and may investigate incidents that occur outside School where there is a clear impact on a pupil's welfare, wellbeing or participation in school life.

Pupils are taught safe and responsible use of technology, while staff monitor and support online safety through the School's safeguarding and digital safety procedures.

7. Reporting Concerns

Any pupil who experiences bullying, witnesses bullying or is concerned about another pupil should report the matter to a trusted member of staff as soon as possible.

Parents are encouraged to contact the School if they have concerns regarding bullying behaviour.

All staff have a responsibility to take concerns seriously, listen carefully and ensure that reports are passed promptly to the appropriate pastoral leader, senior member of staff or Designated Safeguarding Lead where necessary.

No concern will be dismissed without appropriate consideration and follow-up.

8. Responding to Bullying

All reports of bullying will be taken seriously and investigated promptly, sensitively and fairly.

The School will seek to establish the facts by speaking with those involved and any relevant witnesses. Consideration will be given to the age, needs and circumstances of the pupils concerned, together with any wider safeguarding considerations.

Appropriate records of concerns, investigations and outcomes will be maintained in accordance with the School's safeguarding and data protection procedures.

The School's response may include:

- Support for the pupil who has experienced bullying.
- Educational and restorative interventions.
- Meetings with parents.
- Increased monitoring and supervision.
- Behavioural targets or support plans.
- Safeguarding referrals where appropriate.
- Disciplinary sanctions where bullying behaviour is substantiated.

The School will seek to ensure that bullying behaviour ceases, that relationships are repaired where appropriate and that all pupils involved receive suitable support.

9. Support for Pupils

Packwood recognises that bullying can have a significant effect on a pupil's wellbeing, confidence and educational experience.

Support may include:

- Pastoral support from tutors, Nest team or senior leaders.
- Access to wellbeing and emotional support.
- Regular review meetings.
- Increased supervision where appropriate.
- Communication and partnership with parents.

Where necessary, support will also be provided to pupils who have demonstrated bullying behaviour in order to address underlying causes and promote positive change.

10. Boarding

The School recognises that boarders live and learn within a close community and therefore places particular emphasis on creating a safe, supportive and inclusive boarding environment.

Boarding staff work closely with pastoral leaders, teaching staff and parents to ensure concerns are identified and addressed promptly. Boarders are encouraged to speak openly about any worries and are provided with a range of opportunities to seek support.

Any incidents of bullying within the boarding environment will be managed in accordance with this policy and associated safeguarding procedures.

11. Safeguarding

The School recognises that some incidents initially presented as bullying may indicate wider safeguarding concerns.

Staff will remain professionally curious and consider whether behaviour may be linked to abuse, neglect, exploitation, discrimination, mental health difficulties, harmful sexual behaviour or other vulnerabilities.

Where there is reason to believe a pupil may be at risk of harm, the matter will be referred immediately to the Designated Safeguarding Lead and managed in accordance with the School's Safeguarding and Child Protection Policy.

12. Sanctions

Where bullying is substantiated, sanctions will be applied in accordance with the School's Behaviour Policy.

The nature of any sanction will reflect:

- The seriousness of the incident.
- The age and understanding of those involved.
- Whether the behaviour forms part of a pattern.
- Any aggravating or mitigating factors.
- The need to safeguard pupils and prevent recurrence.

In serious cases, sanctions may include suspension or permanent exclusion at the discretion of the Headmaster.

13. Monitoring and Review

The Head and Senior Leadership Team will monitor the implementation and effectiveness of this policy and review trends, incidents and outcomes as part of the School's wider safeguarding and pastoral oversight arrangements.

The policy will be reviewed regularly to ensure continued compliance with statutory requirements, safeguarding guidance and best practice, and to reflect the evolving needs of the School community.