ANTI-BULLYING POLICY

MIDDLEWICH HIGH SCHOOL

September 2026

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The
Sir John Brunner
Foundation

Document Control Sheet

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ANTI-BULLYING POLICY

1 Background

1.1 Middlewich High School is a member of The Sir John Brunner Foundation, a multi-academy trust created under the provisions of the Academies Act 2010. The Foundation is a company limited by guarantee incorporated in England and Wales with company number 11227336. It is an exempt charity and its Directors are also charity trustees.

1.2 The shared ambition of The Sir John Brunner Foundation is that every child's life is enhanced and advanced through the highest standards in education and that every child fulfils their academic potential through a broad and diverse education.

1.3 The Sir John Brunner Foundation promotes a culture in which every child is able to feel happy and safe, knowing they are an important and valued member of our community, understanding that they belong and are represented in it.

1.4 The Sir John Brunner Foundation embraces and celebrates difference and uniqueness in all its forms and does not accept bullying at our academies.

1.5 This policy outlines approach taken by academies within The Sir John Brunner Foundation. It details the legal obligations and the powers academies have to address bullying, including the principles which underpin effective anti-bullying strategies.

1.6 The academies have a statutory duty to make arrangements for safeguarding and promoting the welfare of their students. As part of this duty, any incidents of bullying that may lead to a child suffering, or being likely to suffer harm, academies are required to have regard to the statutory guidance for Keeping Children Safe in Education.

2 Legislation and Statutory Guidance

- Section 89 of the Education and Inspections Act 2006
- The Education (Independent School Standards) Regulations 2014
- The Equality Act 2010
- Department for Education, Preventing and tackling the bullying and harassment of school staff 2026
- Department for Education, Keeping Children Safe in Education 2026

3 Definitions

3.1 The Sir John Brunner Foundation defines bullying as:

"Repeated hurtful behaviour intended to cause emotional or physical harm."

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

3.3 Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video).

3.4 Bullying 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.

4 Roles and Responsibilities

4.1 Middlewich High School Governing Body is responsible for monitoring this Anti-Bullying policy's effectiveness and holding the headteacher to account for its implementation.

4.2 The Headteacher holds responsibility for ensuring compliance with recording procedures required by the Department for Education. Along with the Local Governing Board, the Headteacher holds the responsibility for ensuring that the policy and its related procedures and strategies are implemented and that all staff are aware of their responsibilities, and receive appropriate training and support. The Headteacher is responsible for taking appropriate action in any cases of discrimination.

4.3 A nominated Senior Leader will be responsible for the day-to-day co-ordination of this policy and will oversee those dealing with reported incidents. The Senior Leader will liaise with the designated Governor for Safeguarding, as appropriate.

4.4 Those members of staff dealing with incidents of bullying will recognise:

- the necessity of involving parents/carers as soon as possible;
- the importance of partnership-working between home, school and student;
- that actions will be responsive to the needs of the individual(s) and will distinguish between behaviour intended to hurt and the hurt caused by thoughtlessness and insensitively, where education may be more beneficial than a sanction.

4.5 All staff will, in accordance with their roles and responsibilities, deal with incidents consistently and on an individual basis, taking account of the feelings of the student(s) being bullied and the age and stage of development of the student(s) involved.

4.6 All staff will, in accordance with their roles and responsibilities:

- promote equality, diversity and inclusion through teaching and modelling positive relationships, especially but not exclusively via effective delivery of the personal development curriculum, which is regularly reviewed;
- promote expected behaviours within and beyond the academy in line with the academy's values and behaviour policy;

- promote safe and acceptable use of technology that may have the potential for enabling cyber-bullying.

5 Anti-Bullying Strategies and Sanctions

5.1 The response to bullying begins by academies promoting a culture of high-standards, inclusion and mutual respect.

5.2 Each incident of bullying must be dealt with on an individual basis, however, the following responses, while not an exhaustive list, offer a range of examples of strategies:

- counselling on appropriate behaviours;
- development of resilience strategies, confidence building and assertiveness techniques;
- peer-support or mentoring;
- working with parents to develop in the student, a greater sensitivity to the feelings of others;
- engagement with external agencies;
- a 'no-blame' forum (mediation), using a restorative approach, in which attitudes, feelings and behaviours are explored, which may include a shared agreement as to what happens next.

5.3 If it is deemed necessary to apply sanctions in response to an incident of bullying, these will be applied fairly and proportionately, in line with the academy's behaviour policy.

5.4 Where incidents of bullying present as a serious breach or persistent breaches of the academy's behaviour policy, suspension and permanent exclusion may be considered, in accordance with the Sir John Brunner Foundation Suspension and Permanent Exclusion Policy.

5.5 Following any incident of bullying, a period of close monitoring will take place to ensure that the application of strategies and sanctions has been effective in dealing with the incident and their success is long-lasting.