RYDE SCHOOL
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Anti-bullying Policy

Policy date:	September 2026	
Date of next review:	Summer Term 2026-27	
Owner(s):	JCH	
Approval body:	Head Master	
Intended audience:	Pupils, parents and staff	
ISI Regulatory Paragraph No:	10 and 32(3)(d)	
Location (tick as appropriate):	Website	✓
	Parent Portal	✓
	Staff Portal	✓
	Inspection folder	✓

This Anti-Bullying Policy is available to all pupils and parents via the School website or the School Office. The policy should be read in conjunction with the:

- ICTAC policy;
- Child Protection and Safeguarding Policy;
- Pupil Code of Conduct;

Ethos

At Ryde School we are committed to promoting and instilling the values of respect, tolerance and care for all. We therefore regard any form of bullying as unacceptable. We encourage and expect our whole school community to be proactive in supporting our ethos. Anti-bullying strategies are discussed regularly in staff meetings, including major INSET days so the principles of the School policy are understood, legal responsibilities are known and sources of support identified. From time to time the School will involve specialists to advise on specific areas where anti-bullying strategies might be needed, such as with homophobia, racism, SEN and pupils with disabilities.

Definition

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can often be motivated by prejudice against particular groups. Bullying can be peer to peer, adult to child or child to adult. It can take one or several of the following forms:

- verbal - name calling and persistent teasing, mocking, taunting and threats;
- physical - any form of physical violence, intimidating behaviour, theft, or intentional damage of possessions. This includes hitting, kicking and pushing;
- emotional - excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours;
- cyber - using digital technologies or communications to bully others.

Pupils are educated on the term ‘bullying’ and what it means. The School distinguishes between ‘mean on purpose behaviours’ and bullying that is repeated and intentional targeted behaviours.

Effects of Bullying

Bullying has a very negative impact on the victim and can upset the harmony of a year group and the wider school community. Being the victim of bullying can be a lonely, stressful and saddening experience with potentially long-term psychological effects. It may lead to irregular attendance and hence can have an impact on overall wellbeing, healthy choices and academic performance. Bullying can be physical and/or emotional and the consequences can be equally serious for each.

Preventing Bullying

We have measures in place to prevent cyberbullying, prejudice based and discriminatory bullying. This includes a multi-faceted approach in which we embed our school ethos, which includes;

- assemblies;
- the pastoral structure of the School and boarding houses;
- the development of a coaching culture;
- a rich Personal Development programme;
- active support and promotion of national initiatives, such as anti-bullying week;
- an annual survey, that includes the collection of bullying data;
- a comprehensive duty rota that ensures robust supervision of pupils;
- supporting and celebrating diversity and promoting positive behaviour through initiatives,
- parent seminars;
- effective information sharing within each section of the School;
- Youth Trust and chaplaincy counselling as well as the provision of outside listeners.
- bullying logs that highlight specific areas of bullying behaviour so that we may see patterns and target problematic areas.

The School will educate the community on what is meant by the term bullying and what is ‘mean on purpose’ behaviour and how we can work together to prevent this in our school.

Responsibility

A student who witnesses or is involved in any kind of bullying, must tell someone. He or she can report it by either telling or emailing a member of staff.

A parent who becomes aware of any form of bullying or unkindness is encouraged to raise his or her concerns with a member of staff. The School will normally seek the support and assistance of parents in any action that is taken to counter bullying.

All staff should be vigilant with regard to potential acts of bullying and are trained to share with the Heads of Year/Section, the Head of Pastoral Care or her assistant any concerns they may have. The School recognises its responsibility to respond to bullying that happens outside of the School premises and to stay abreast of current anti-bullying initiatives, especially those pertaining to the cyber world. The Head of Pastoral Care is a trained CEOP Ambassador and coordinates the dissemination of current information updates as required.

Incident Procedure

The School recognises its legal responsibility to tackle bullying in accordance with the Education Act 2002, the Education and Inspection Act 2006 and the Equalities Act 2010.

The three sections of the School each follow its own procedures, with all cases of child on child abuse being reported to the DSL:

In Pre-Prep, staff will use the ‘Golden Rules’ behaviour strategy to identify and investigate bullying.

All cases of bullying are recorded and passed on to the Head of Prep as part of this process who will coordinate an investigation and liaise with the Head Master and DSL.

In the Prep School, the Head of Prep will coordinate an investigation and will liaise with the Head Master and DSL.

In the case of a bullying incident in the Senior School the respective Head of Section or Year will coordinate an investigation and liaise with the Head of Senior School. With the support of other pastoral staff, individual interviews with the students involved will take place and be recorded. In the case of a more serious bullying incident, the Head of the Senior School will coordinate the investigation. The Head of School will update the Head Master and DSL.

Should the witness, victim or bully be a boarder, the relevant housemaster or mistress will liaise with the Head of the Senior School. The latter will intervene at each stage of the investigation and resolution procedure. The Head of School will update the Head Master and DSL.

Child on child abuse may, in certain circumstances, require the School to take a multi-agency approach in accordance with the Isle of Wight Safeguarding Children’s Partnership’s Threshold document and, if it is judged that an offence has taken place, the School may contact the Police.

Any pupil who refuses to change his or her behaviour or who carries out a serious offence against another person, faces the possibility of forfeiting his or her place at the School. Any such decision shall be taken by the Head Master.

The Senior School has a case-by-case sanctions procedure, involving Community, Friday and the Head Master’s Saturday detentions, as well as, in more serious cases, suspension. Our key objective is to seek a resolution which prevents further incidents occurring and, in recognition of the complexities in any bullying incident, the School will always provide appropriate support to both the victim and the bully. This may take the form of individual coaching, group sessions and other interventions. Wider peer group support may also be required to restore a peaceful way forward. Restorative justice is a strategy that is used across the School.

Whether bullying occurs within or without the school day or in or off premises, bullying of one member of the School community by another is not acceptable.

Records of each case are kept by the Heads of each Section of the School. This will include a chronology of events and actions to evaluate the effectiveness of the approach taken and identify patterns. A central record will be held on the Schools management system.

Any cases of bullying will be followed up by the respective Heads of school, after 1 month and 3 months following a case, to ensure that all remains well.

References and Resources:

Preventing and Tackling Bullying in Schools
Cyberbullying: Advice for Headteachers and School Staff
Advice for Parents and Carers on Cyberbullying
Education Act 2002
Education and Inspections Act 2006
Equality Act 2010
IOWSCP Threshold Document 2025