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Mrs J Lawton  
Headteacher  
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Dear Mrs Lawton

### **Ofsted 2011–12 survey inspection programme: a review of anti-bullying practice in schools**

Thank you for your hospitality and cooperation, and that of your staff and students, during my visit with John Peckham, Her Majesty's Inspector, on 10 November 2011 as part of our survey of schools' work to create a positive school culture and prevent and tackle bullying.

The visit provided valuable information which will contribute to our national evaluation and reporting. Published reports are likely to list the names of the contributing institutions but individual institutions will not be identified in the main text without their consent.

This letter briefly summarises our discussion at the end of the visit.

#### **Strengths of this aspect of the school's work**

- The school's values underpin the expectations of how members of the school community will interact with each other. These expectations are shared effectively through a common understanding of the '3Cs'. In showing care, consideration and courtesy, all members of the school know they should treat adults and students with respect.
- The 3Cs have a high profile across the school. They are displayed in classrooms; included in students' planners and frequently referred to during assemblies. Consequently, students and adults have a consistent understanding of how they should behave and treat each other. This makes a considerable contribution to the caring and positive relationships within the school.
- The anti-bullying policy is strong because it was produced in consultation with students and is written for this audience. The policy is aimed at promoting positive relationships by ensuring that all students and individuals can access a wide range of support systems to share their concerns and to tackle any incidents of bullying. A key strength is the

opportunity for students to seek and receive guidance from trained student mentors.

- The highly relevant curriculum to promote students' personal development is carefully planned and coordinated across the whole school. Consequently, students are able to explore the impact of their actions on others; consider differences, prejudice and tolerance and equip themselves to keep safe. The curriculum is fully responsive to students' needs and interests because leaders and managers use students' evaluations to amend and review the content. For example, in response to feedback, Year 10 students now spend a greater amount of time considering healthy eating and nutrition.
- Year 7 students and those who arrive during the school year settle quickly because the school's systems for transition and induction are well-founded and effective. As a result, students who are new to the school understand how they should interact with each other and have a firm grasp of where to seek support if they need it.
- Students say bullying rarely happens. They have a clear understanding of what to do if they are a victim of bullying and they have faith in the school's systems to resolve any issues. Students understand how bullying can affect others. They have a well-developed understanding of why they should not act as a bystander to any acts of bullying.
- Good communication and an 'open-door' policy by senior leaders and managers means adults are willing and able to ask for advice and support on any behaviour or bullying issue.

**Areas for improvement, which we discussed, include:**

- ensuring greater cohesion between the behaviour and anti-bullying policies by aligning the two documents so that bullying incidents are addressed as part of the whole behaviour strategy
- developing the system for recording and analysing bullying incidents to identify patterns and trends over time and to keep staff and members of the governing body fully informed of whole-school issues.

I hope that this visit has been useful in the further development of this aspect of the school's work.

As explained previously, a copy of this letter will be published on the Ofsted website. It may be used to inform decisions about any future inspection. A copy of this letter is also being sent to your local authority.

Yours sincerely

**Joanne Olsson**  
**Her Majesty's Inspector**